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Center for American Progress



# #WorkingFamilies National Toolkit:

White House Summit on Working Families

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# #WorkingFamilies National Toolkit: White House Summit on Working Families

This spring, President Barack Obama will convene a White House Summit on Working Families to focus on how we can help our labor market work better in the 21st century by strengthening our nation's workplaces to better support working families. These changes are necessary to make sure that we are making the best use of all of America's talent, boosting businesses' bottom lines, and ensuring America's global economic competitiveness in the coming decades.

The White House Summit on Working Families will be hosted jointly by the Center for American Progress, the U.S. Department of Labor, and the White House. We will convene businesses, academics, labor leaders, legislators, advocates, the media, and ordinary citizens for a discussion on issues facing the entire spectrum of working families—from young people just starting their work lives, to low-wage workers, to corporate executives; from young parents caring for their children to adult children caring for their own aging parents.

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## Creating a 21st century workplace that works for everyone

To create workplaces that are competitive in today's global economy, we must make full use of the talented pool of American workers. Succeeding in this endeavor requires new thinking about how the workplace and families interact. The White House Summit on Working Families will focus on strategies to ensure that all members of our society have equal access to high-quality jobs. Of particular significance is the increasingly important role of women as breadwinners in working families. Topics will include key issues such as workplace flexibility and paid leave, equal pay, access to family and medical leave, access to sick days, workplace discrimination, career advancement, worker retention and promotion, opportunities for low-wage workers, elder care, child care, and early childhood education.

## How to get involved

Everyone has a role to play in making sure our workplaces work for all Americans. Take action, share your story, and tell others your ideas. This toolkit provides resources to help you make sure your voice is heard.

**Need further assistance? We're here to help!** Contact: [workingfamilies@americanprogress.org](mailto:workingfamilies@americanprogress.org) or visit [workingfamiliesummit.org](http://workingfamiliesummit.org).

# Overview: The White House Summit on Working Families

In Spring of 2014, the White House, the Department of Labor (DOL), and the Center for American Progress (CAP), will host a Summit on Working Families to set an agenda for a 21<sup>st</sup> century workplace that works for all Americans to ensure that America is making the most of our diverse pool of talent, with a special focus on women and their families.

A growing number of working Americans—both men and women—struggle to balance the needs of their families with the responsibilities of their jobs. These interactions between work and family life affect both families and businesses and yet many businesses are still struggling to identify and implement policies that will help both them and their employees better succeed. For example, studies show that family-friendly workplace policies can actually enhance businesses' profitability, yet many companies report that they lack the tools and expertise to redesign their workplaces to capture this competitive advantage.

This Summit will explore how, as the demographics of our workforce change, our workplaces can change with them to ensure that our workers are able to reach their full potential. By supporting working families we will help boost businesses' bottom lines, and ensure America's global economic competitiveness in the coming decades.

The Summit will convene businesses, economists, labor leaders, legislators, advocates, and the media for a discussion on issues facing the entire spectrum of working families—from low-wage workers to corporate executives; from parents caring for their children to adult children caring for aging parents.

Through panel discussions, research presentations and hands-on workshops, we will explore the challenges facing working families; make the business and economic case for policies that support working families; showcase companies doing exemplary work in this space; and highlight model laws and policies from cities and states across the country. The Summit will focus on key issues such as workplace flexibility, equal pay, workplace discrimination, worker retention and promotion, and child care/early childhood education.

In the months leading up to the Summit, the White House, CAP, and DOL will engage groups and individuals across the country to identify initiatives that benefit America's working families, American businesses, and the American economy. These discussions will be highlighted at the Summit, which will serve as a pivotal, catalyzing moment to begin building momentum around key policy goals and best practices.

# Background: Achieving economic security for working families

Strong working families are vital to our nation's economic growth and prosperity. Yet too many families live paycheck to paycheck, struggling to make ends meet—and their economic stability depends on both women and men having real opportunities to earn a consistent, dependable income for their families throughout their lifetimes.

There are concrete steps we can take to give all workers the best chance to succeed at work and at home. These strategies must include making full use of the entire talent pool of workers so that our workplaces are not only fair but also as productive and successful as possible for employers and employees alike. In particular, tackling barriers to women's success in the workplace is critical to achieve economic security for working families and to maximize America's potential.

*Women are nearly 50 percent of the workforce<sup>1</sup> and 40 percent of primary breadwinners in American families.<sup>2</sup> They have also become some of America's most skilled workers with higher rates of education and advanced training than men. In families where they are not the primary breadwinners, they are bringing home a substantial share of the income. Their gains—or losses—in the workplace can be the difference between whether their family thrives or struggles. Women often face unique challenges because they are often primary caregivers for their families<sup>3</sup> and, as a result, experience competing demands on their time. Because of the pivotal role women play in the overall well-being of working families, policies that promote women's economic security are essential to protecting working families' economic stability.*

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## Pathways to quality employment

One critical strategy to strengthening the economic well-being of working families is getting all workers into good jobs. This includes improving opportunities for women, who have been shut out of higher-paying, nontraditional jobs or often work in low-wage jobs that are chronically undervalued and have limited mobility.

- **Equal pay:** Women are consistently paid less than their male counterparts<sup>4</sup> and are a disproportionate share of low-wage workers.<sup>5</sup> Stronger equal pay protections and enforcement measures are essential to ensure that our workplaces treat women fairly and operate free of discrimination.
- **Minimum wage:** Raising the minimum wage is critical to improve the economic security of the lowest-wage workers, more than half of whom are women and disproportionately women of color.<sup>6</sup> Because women make up nearly two thirds of minimum-wage workers, raising the minimum wage will help shrink the gender wage gap.
- **Improving the quality of low-wage jobs:** Many workers—particularly women—are stuck on the low-wage “sticky floor,” working in jobs with stagnant wages, few benefits, no access to paid sick days, and little upward mobility. Pursuing strategies to increase compensation, provide training or skills-building opportunities, and strengthen worker protections can help increase earnings, expand job options, and create better career pathways that can lead to better jobs.
- **Increase access to jobs in science, technology, engineering and mathematics, or STEM, and other nontraditional fields:** Many high-paying jobs are in fields that require scientific knowledge or technical skills, where women and minorities often have been underrepresented or excluded. For example, despite accounting for half of the college-educated workforce, in 2010, women constituted 37 percent of employed individuals with a highest degree in a science and engineering field and 28 percent of employed individuals in science and engineering occupations.<sup>7</sup> Furthermore, women in STEM jobs make on average 33 percent more than women in non-STEM jobs, and the gender wage gap in the STEM professions is smaller than the average gender wage gap.<sup>8</sup> Exploring ways to increase the number of women and minorities in these jobs, as well as taking steps to expose all young people to these disciplines at an early age, can open new doors to new jobs in fields that offer more financial stability for working families.

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## Keeping workers in good jobs

The availability of workplace policies that provide much-needed flexibility when inevitable work-family conflicts arise can have an enormous impact on the ability of workers—particularly women, who are disproportionately caregivers<sup>9</sup>—to stay in their jobs while responding to the needs of their families. These policies can also benefit businesses by allowing workers to continue making productive contributions while also attending to family and other responsibilities.

- **Paid leave:** Many workers are unable to take the time they need to care for their families or themselves because they lack any form of paid time off. Strategies to provide different forms of paid leave—paid family and medical leave or paid sick days—can help both women and men, particularly those in low-wage jobs, take time off when necessary without leaving their jobs and putting their economic stability at risk.
- **Workplace flexibility:** Workplace policies that offer greater flexibility—such as the ability to adjust work hours, work from home, or have a predictable shift schedule—can play an important role in enabling workers to handle both their work and family responsibilities. Such policies also can help employers by reducing turnover and absenteeism, increasing worker health, attracting and retaining the best workers, and boosting worker productivity.
- **Child care and preschool:** The lack of quality, affordable preschool or child care options has enormous economic implications for families. Without such options, women and men may have limited ability to find and keep jobs. Having greater access to high-quality preschool and child care can help workers stay in their jobs while also helping children achieve in school.
- **Elder care:** Millions of Americans need help caring for themselves or family members. As the country ages, the need for comprehensive, quality, and affordable long-term care will become even more urgent. This challenge may be particularly acute for women, who live longer than men but often have fewer financial resources.

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## Creating opportunities to succeed and advance in the workplace

Policies to ensure all workers have a fair chance to advance and succeed in the workplace at every level are critical.

- **Expanding women's leadership opportunities:** Too often, women are shut out of decision-making and leadership roles that are essential for their advancement. The women's leadership gap has practical consequences: It can exclude women from shaping important policies that affect their work; it can limit women's ability to fully participate in a particular workplace; it can mean women's experiences and challenges are not considered when decisions are made. Expanding women's leadership opportunities can also benefit businesses by better utilizing talent and making management more responsive to employees and customers.

- **Changing the culture of the workplace:** Improving women’s advancement opportunities may require challenging longstanding attitudes about work and cultural norms in the workplace. Views on what constitutes hard work, how much time must be spent in the office, and caregiving roles all can affect how women and men are perceived—and judged—in the workplace. Resetting workplace norms is critical to ensure that women are best positioned to move up the career ladder and make decisions that are sensible for themselves and their families. Simultaneously, men face their own set of gender stereotypes in the workplace that often times prevent them from taking advantage of policies that would give them ability to take on a greater caregiving role at home.
- **Combating workplace discrimination:** Even with the enormous progress made by women over many decades, women still face discrimination that limits their ability to succeed and advance at work. Persistent stereotypes about women’s abilities, skills, and commitment can influence not only the jobs women obtain but also their economic standing. Efforts to combat gender-based stereotypes and discriminatory practices, such as pregnancy discrimination, are essential to ensure that all women are treated fairly on the job.
- **Creating career pathways in low-wage jobs:** It is essential to expose women in the lowest-wage jobs to managerial and leadership opportunities that can lead to higher wages and more advancement opportunities. Exploring innovative programs that expand training and build new skills can play an important role in helping women move up the career ladder

All working families deserve the chance to succeed in our economy. More than ever, ensuring the success of women and working families will ensure the success of our economy, our workplaces, and our most vulnerable citizens. The White House Summit on Working Families will elevate these issues in the national debate and explore how we can create an economy that works for all Americans.

# Did you know? Key facts and stats about working families

More than one in four working families with children are struggling to make ends meet.<sup>10</sup>

- 13 million children live in families with incomes below the poverty level,<sup>11</sup> while 27.5 percent of female-headed households with children face poverty.<sup>12</sup>
- Women play an increasingly important role in our nation's economy. Today, women are the primary breadwinner in 41 percent of families and co-breadwinners in another 23 percent.<sup>13</sup>
- Although an increasing number of women are the primary financial provider in their families, on average, women still earn only 77 cents for every dollar earned by men.<sup>14\*</sup> Additionally, African American and Hispanic women make only 64 cents and 53 cents, respectively, for every dollar a white man makes. Paying women who work full time, year round the same as men would boost their incomes by \$6,250 a year on average.<sup>15</sup>
- Raising women's wages to that of men would mean adding \$447.6 billion to gross domestic product, or GDP,<sup>16</sup> and cutting the poverty rate among working women and their families in half, from 8.1 percent to 3.9 percent.<sup>17</sup>
- One in three American women either live in poverty or on the brink of poverty. Raising women's wages to that of men would cut the poverty rate in half for working women and their families and would add nearly half a trillion dollars to the national economy.<sup>18</sup>
- Despite accounting for half of the college-educated workforce, in 2010 women constituted 37 percent of employed individuals with the highest degree in a science and engineering field and 28 percent of employed individuals in science and engineering occupations.<sup>19</sup>
- Women hold a disproportionate number of the minimum-wage jobs in the United States. In 2012, women made up approximately two-thirds of all minimum-wage workers.<sup>20</sup> Increasing the minimum wage to \$10.10 would boost wages for about 15 million women and help close the wage gap.<sup>21</sup>

- The vast majority, or almost 70 percent, of those who hold minimum-wage jobs receive no paid sick days at all.<sup>22</sup>
- The United States remains the only industrialized nation—and one of four in the entire world<sup>23</sup>—that does not offer paid maternity leave, in addition to being the only advanced economy that does not guarantee the right to earned sick days.<sup>24</sup>
- In the American workforce at large, only about 11 percent of workers have access to paid family leave that includes time off for caregiving,<sup>25</sup> yet less than one in three children have a stay-at-home parent, compared to about 53 percent a century ago.<sup>26</sup> In 2010, nearly half of the families with children were headed by two working parents and another 26.1 percent were headed by a single parent.<sup>27</sup>
- The United States has a large preschool access gap. Only 69 percent of 4-year-olds in America are enrolled in early childhood education,<sup>28</sup> even though studies have found investments in early childhood education yield enormous benefits. For every \$1 invested in early childhood education, program participants and society as a whole receive \$8 in benefits.<sup>29</sup>
- Only 4.6 percent of Fortune 500 CEOs are women, and women comprise 16.9 percent of those companies' boards. Women of color hold only 3.2 percent of all board seats within Fortune 500 companies.<sup>30</sup> As of 2012, women hold only 17 percent of the senior management positions across the country.<sup>31</sup>
- Women comprise 18.5 percent of Congress,<sup>32</sup> the highest percentage ever, but women are still underrepresented at every level of government. Women make up only 10 percent of all governors, 13 percent of mayors of the largest 100 cities, and 24 percent of all state legislators.<sup>33</sup>

We know that the challenges are many, and the stakes could not be higher. The success of our families, businesses, and our national economy depends on our ability to make sure that women in the workplace thrive and gain access to opportunities.



## Questions and answers

**Q:** Why do we need a White House Summit?

**A:** We need to ensure that America remains competitive in a global economy by making the most of our pool of talent. Ensuring that everyone is able to contribute their full potential requires eliminating barriers based on gender and family responsibilities. Workplaces that adjust for a 21st century workforce by ensuring equal pay for equal work, helping families meet their work and home obligations, and promoting fairness and good employer practices are key to businesses' bottom lines, the strength of our economy, and our global competitiveness. The financial security of hardworking American families is the foundation of a strong economy. Yet today, many of these working families are living paycheck to paycheck, struggling to achieve economic stability. The White House Summit on Working Families will provide a critical opportunity to bring together leaders from many different sectors to discuss the specific challenges undermining families' economic security and identify concrete solutions that can help families—and our nation—move forward together.

**Q:** Why working families?

**A:** The vast majority of American families are working families,<sup>34</sup> where one or more family members participate in the labor force. For most of these families, achieving economic security often hinges on whether they have stable jobs with decent pay and opportunities for advancement. The White House Summit on Working Families will focus on the steps we can take to improve workers' employment options while also making our workplaces stronger and more productive.

**Q:** Why is there a special focus on women?

**A:** The past four decades have seen a dramatic transformation of the U.S. workforce, fueled largely by changes in American families. In 1970, millions of American families relied on the support of a full-time stay-at-home caregiver, usually a wife. The world of the 21st century is different. Today, less than one in three children has a parent that stays at home and women comprise half—49.4 percent—of all workers on U.S. payrolls.<sup>35</sup> The movement of women out of the home and into the paid labor force stands out as one of the most important transformations of the American workforce. Women increasingly play a central role in determining their families' economic standing—6 in 10 women are now the sole, primary, or co-breadwinners for their families.<sup>36</sup> But many workplaces have not caught up. Too many women still earn less than men for doing the same job and often face barriers to job advancement. Workplace policies that provide everyone who works hard with a fair chance to succeed are essential to ensure that both women and men can contribute fully to their families.

**Q:** What is the focus of the White House Summit?

**A:** The summit will focus on strategies that can make workplaces work better for both workers and businesses alike and will include a focus on three objectives: establishing pathways to quality employment, keeping workers in good jobs, and creating opportunities for workers to succeed and advance in the workplace. There will be a mix of panel discussions to engage participants in identifying concrete policy solutions, showcase employer best practices, discuss the positive impact potential policies can have on businesses' bottom lines, as well as for our economy overall, and offer concrete tools that you and your community can use to ensure that we protect working families.

**Q:** What has the Obama administration done so far to support working families and help women reach their full economic potential?

**A:** From day one, President Obama has made it his priority to help women reach their full economic potential and help families balance their responsibilities at home and at work, while creating more productive workplaces. For example, the first piece of legislation the president signed was the Lilly Ledbetter Fair Pay Act, which makes it easier for women to bring claims of pay discrimination before the court. Shortly after, he created the National Equal Pay Task Force to crackdown on violations of equal pay laws. He has also worked to make sure the federal government is a model employer—signing the Telework Enhancement Act and a presidential memorandum to close the gender wage gap for federal workers. President Obama and First Lady Michelle Obama also hosted the first ever White House Forum on Workplace Flexibility to bring this important issue into the national spotlight, including a report issued by the president's Council of Economic Advisors on the Economics of Workplace Flexibility.<sup>37</sup> And in each of his budgets, the president has included a proposal for a state paid leave fund to help states with the start-up costs of creating their own paid leave programs.

**Q:** Is this just about government solutions?

**A:** No; everyone has a role to play, and we want everyone to be involved in helping to make our workplaces stronger and our families more secure.

**Q:** What role can the private sector play?

**A:** Many businesses already see the competitive advantage of organizing work to ensure that women and workers with families succeed. They know policies that support women and families lead to more productive workers and help business attract and retain their best talent, all while improving their bottom line. The White House Summit on Working Families will help showcase businesses that are already doing great work as models for success and discuss strategies to recruit even more companies to commit to supporting working families. We will invite economists, academics, and researchers to make the case for the positive economic impact these types of policies can have on the economy and businesses' bottom line.

**Q:** Who can attend the White House Summit?

**A:** Attendees will come from around the country and will include policy experts, leaders from business and academia, legislators, advocates, and interested individuals. In order for the White House Summit on Working Families to motivate a public response, we need to hear how our federal and local laws affect working families from around the country. It is only by engaging directly with communities and by hearing your stories that we can continue to learn about the challenges facing working families. All of your voices must be heard, because the challenges facing you and your families fundamentally affect how all Americans work and live.

**Q:** What do we hope to accomplish?

**A:** We hope the White House Summit on Working Families will fuel and energize a national conversation about the steps we can take to strengthen our workplaces and working families, enhance business success, and keep our country competitive in the global economy. Every American—from business and government, to academics and advocates, to women and men across the country—can play a role in helping working families become more economically secure and making our country more competitive. We want every participant to walk away with concrete tools and strategies they can use to improve their workplace practices, become more economically secure, and to create change in their own communities.



## Get involved

### How can you get involved?

You can help educate and empower key stakeholders in your community to join the movement for working families by holding events to discuss the challenges facing working families and what we can do about it together. We need your help to mobilize advocates, civic groups, businesses, and elected officials to join this conversation. With your help, we can demonstrate the breadth of support for working families and tell the compelling stories behind the issues.

### Before the White House Summit

In the lead-up to the White House Summit on Working Families in Washington, D.C., you can help us generate a drumbeat of activities across the country that highlights issues to be discussed at the event.

**Tell your story:** Submit your story today at [workingfamiliessummit.org](http://workingfamiliessummit.org) and help us spread the word in communities across the country. We will select stories to share on our website and on the day of the White House Summit on Working Families in Washington, D.C. Our website will become an online platform where groups across the country post what they are doing to support working families in their community.

**Host or attend a local event:** Leading up to the summit in Washington, the U.S. Department of Labor is hosting regional forums in major cities. You can also host an event in your community. If you are hosting an event, please let us know so we can help amplify your work. Sign up for updates at [workingfamiliessummit.org](http://workingfamiliessummit.org) for more information on hosting events.

### Take action:

- Engage with our #WorkingFamilies conversation on Facebook and Twitter.
- You will be able to submit your own questions to the White House Summit on Working Families online at [workingfamiliessummit.org](http://workingfamiliessummit.org).

## During the White House Summit

**Participate in the summit:** We want to ensure that businesses, economists, labor leaders, legislators, advocates, and the media will have a voice at the summit. You can learn more about how you, your friends, neighbors, and communities can participate in the White House Summit on Working Families at [workingfamiliesummit.org](http://workingfamiliesummit.org).

**Get connected:** Help us amplify the summit across the country for those organizations and individuals who are unable to join us. If you can't join us in person in Washington, you can watch live footage from the summit and organize discussions within your community.

## After the White House Summit

**Continue the conversation:** We need to continue the #WorkingFamilies conversation across the country. By engaging directly with your community, you can learn about the challenges facing working families and work for change in your communities.

# Tools for planning your own event

During the lead-up to the White House Summit on Working Families in Washington, D.C., you can plan events that highlight challenges that women and working families in your community face.

## How to get started

### 1. Talk to your friends and community members about the top challenges for working families.

- These challenges might include: flexible workplace structures, child care, and fair pay.

### 2. Find individuals in your community who can help.

- Community leaders
- Local businesses leaders
- Educators
- Academics
- Neighbors and friends

### 3. Organize a discussion with members of your community.

#### *Possible discussion ideas:*

- Round-table discussions with local business leaders about their workplace flexibility.
- Discussion with a community leader on building support structures for working parents and their children.
- Lawmaker speaks on legislative options at the municipal level.

*Sample discussion questions:*

- What specific challenges do working families face in your community?
- What impact do these challenges have on the children of working families?
- How are these challenges different for single working parents compared with traditional families that have two working parents?
- Do single mothers shoulder special burdens in your community?
- How would working families like to see your community change to support their needs?
- How can your community support working families trying to make ends meet?
- How do your local businesses support working families?

**4. Share your ideas and strategies with others.**

- Place opinion editorials in your local newspaper or favorite blog.
- Ask your community leaders to host a press conference to discuss the status of women and working families and women in your community.
- Conduct training workshops that provide tools and support to employers and employees to take further action to support working families.
- Organize community volunteer groups to help with child care.

**5. Share your event.**

- If you are hosting an event, please let us know so we can help amplify your work. Sign up for updates at [workingfamiliessummit.org](http://workingfamiliessummit.org) for more information on hosting events.

# Join the #WorkingFamilies conversation online

#WorkingFamilies is a network of engaged citizens who use Twitter, Facebook, and other social platforms to share resources and raise their voice online about the challenges facing working women and families. Sign up online at [workingfamiliessummit.org](http://workingfamiliessummit.org) to join the #WorkingFamilies network today to receive news and updates geared toward online social media including:

- News on regional forum events.
- Ideas and resources to help you educate and engage friends and communities.
- Opportunities to amplify your individual and organizational social media reach.
- Fact sheets, infographics, and other shareable resources.

## Join the conversation and raise your voice in support of working families

- Sign up to join the conversation at [workingfamiliessummit.org](http://workingfamiliessummit.org)
- Follow @amprog and @VJ44 on Twitter

## Take to Twitter and Facebook to tell your story and educate friends and community:

Here are some ideas to get you started:

- On average, women still earn only 77 cents for every dollar earned by men.\* Use #WorkingFamilies to tell us what pay equity would mean for your family
- Increasing the min wage to \$10.10 would help close the wage gap for 15 mil women. What would \$10.10 mean for your family? #WorkingFamilies
- Only about 10% of workers have paid family leave w/ time off for caregiving. What would paid leave mean for your family? #WorkingFamilies
- Help friends and neighbors get informed, get engaged, and join the conversation at #WorkingFamilies.
- The % of women with comp. sci & engineering degrees is falling. How do we get more women in #STEM? #WorkingFamilies<http://1.usa.gov/1n7M1CR>
- Women are less than 30% of scientists & engineers. How do we get girls into #STEM? #WorkingFamilies<http://1.usa.gov/1fY2E1N>

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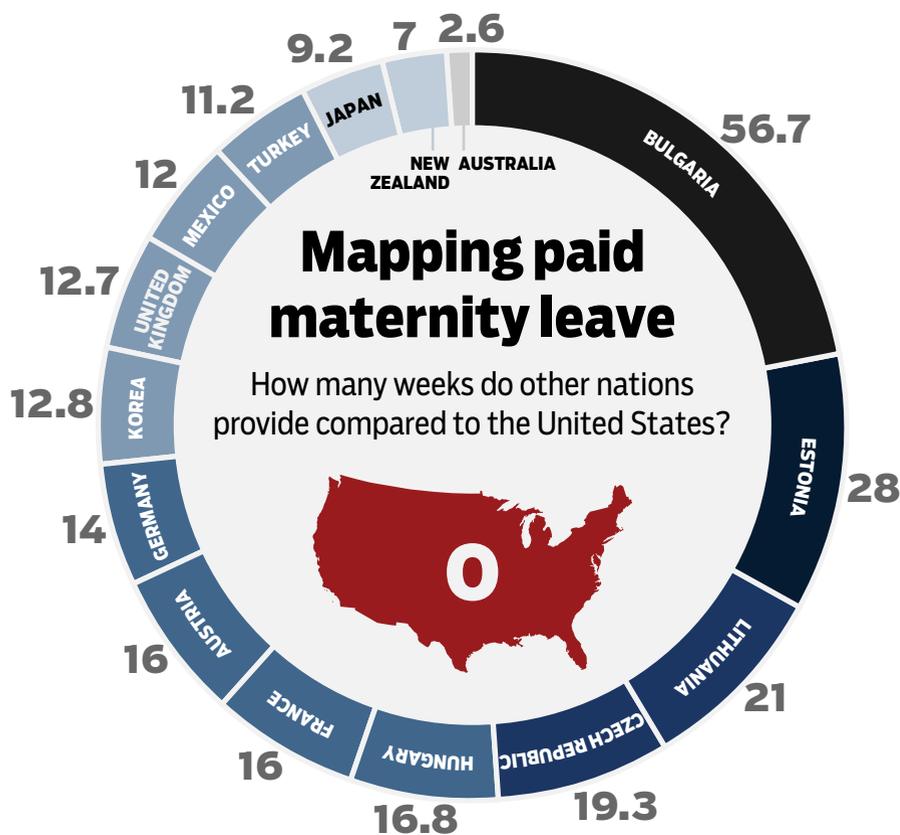
**\*Correction, April 11, 2014:** This toolkit has been updated to better reflect the gender pay gap. On average, women still earn only 77 cents for every dollar earned by men.



## Shareable charts and infographics

Listed below are shareable charts and infographics on issues affecting working women and men and their families.

From the Center for American Progress:



Source: Organisation of Economic Co-operation and Development, "PF2.1: Key characteristics of parental leave systems" (2012).

Note: This chart first appeared in Jane Farrell, "Infographic: Where Are U.S. Women in 2013," Center for American Progress, March 8, 2013, available at <http://www.americanprogress.org/issues/labor/news/2013/03/08/55678/infographic-where-are-u-s-women-in-2013/>.



## Emerging jobs in the health sector could provide great opportunities for women if they paid a living wage

16 occupations with the most job growth, 2010 and projected 2020 (numbers in thousands) and percent of women in occupations, 2010

2010 National Employment Matrix title and code	Employment		Change, 2010–20		Median annual wage, 2010	Percent of Women in occupation, 2010
	2010	2020	Number	Percent		
Registered nurses	2,737.4	3,449.3	711.9	26	64,690	91.1
Retail salespersons	4,261.6	4,968.4	706.8	16.6	20,670	51.9
Home health aides	1,017.7	1,723.9	706.3	69.4	20,560	88.2
Personal care aides	861	1,468	607	70.5	19,640	86.1
Office clerks, general	2,950.7	3,440.2	489.5	16.6	26,610	51.3
Combined food preparation and serving workers, including fast food	2,682.1	3,080.1	398	14.8	17,950	55.1
Customer service representatives	2,187.3	2,525.6	338.4	15.5	30,460	66.6
Heavy and tractor-trailer truck drivers	1,604.8	1,934.9	330.1	20.6	37,770	4.6
Laborers and freight, stock, and material movers, hand	2,068.2	2,387.3	319.1	15.4	23,460	17.4
Postsecondary teachers	1,756	2,061.7	305.7	17.4	45,690	45.9
Nursing aides, orderlies, and attendants	1,505.3	1,807.2	302	20.1	24,010	88.2
Childcare Workers	1,282.3	1,544.3	262	20.4	19,300	94.7
Bookkeeping, accounting, and auditing clerks	1,898.3	2,157.4	259	13.6	34,030	90.9
Cashiers	3,362.6	3,612.8	250.2	7.4	18,500	73.7
Elementary school teachers, except special education	1,476.5	1,725.3	248.8	16.8	51,660	81.8
Receptionists and information clerks	1,048.5	1,297	248.5	23.7	25,240	92.7

Note: This chart first appeared in Jane Farrell and Lindsay Rosenthal, "Growing Occupations Could Help Decrease the Wage Gap if They were to Pay a Living Wage," Center for American Progress, April 9, 2013, available at <http://www.americanprogress.org/issues/labor/news/2013/04/09/59682/growing-occupations-could-help-decrease-the-wage-gap-if-they-were-to-pay-a-living-wage/>.

Source: Employment Projections program, U.S. Department of Labor, U.S. Bureau of Labor Statistics and Bureau of Labor Statistics Employment and Earnings, January 2011 available at <http://www.bls.gov/opub/ee/empearn201101.pdf>.



## Women report their health care decisions are affected by cost

The percentage of women who report delaying needed medical care because of cost



The percentage of women who report giving up basic necessities to pay for health care expenses



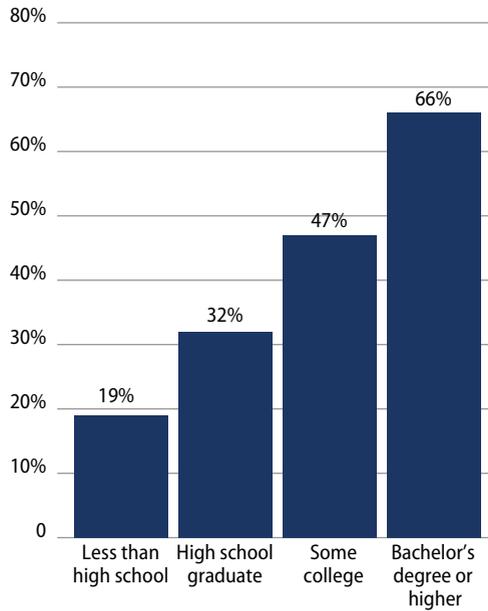
Note: This chart first appeared in Heather Boushey and Jane Farrell, "A Woman's Agenda for the 21st Century: A Dozen Policies to Promote Economic Security for Women and Their Families" (Washington: Center for American Progress, 2013), available at <http://www.americanprogress.org/issues/economy/report/2013/05/23/64276/a-womans-agenda-for-the-21st-century/>.

Source: Sheila D. Rustgi, Michelle M. Doty, and Sara R. Collins, "Women at Risk: Why Many Women Are Forgoing Needed Health Care" (New York: The Commonwealth Fund, 2009).



## Most noncollege mothers do not get paid leave after childbirth

Percentage of new mothers using some form of paid leave after birth (includes paid maternity, sick, vacation, and/or other paid leave), 2006–2008

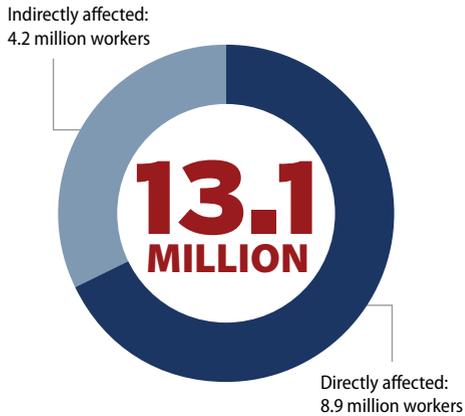


Note: This chart first appeared in Heather Boushey and Jane Farrell, "A Woman's Agenda for the 21st Century: A Dozen Policies to Promote Economic Security for Women and Their Families" (Washington: Center for American Progress, 2013), available at <http://www.americanprogress.org/issues/economy/report/2013/05/23/64276/a-womans-agenda-for-the-21st-century/>.

Source: U.S. Bureau of the Census, Maternity Leave and Employment Patterns of First-Time Mothers: 1961–2008, (U.S. Department of Commerce, 2011).



## 13.1 million women would see a wage increase from a minimum-wage hike

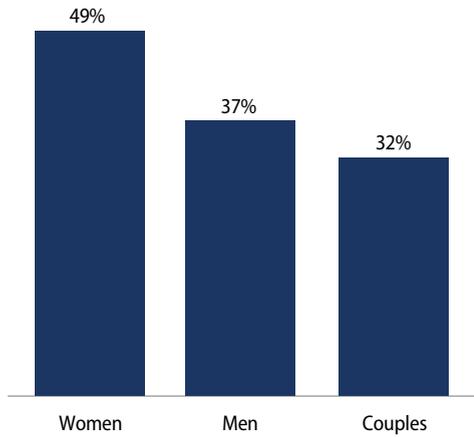


Note: This chart first appeared in Heather Boushey and Jane Farrell, "A Woman's Agenda for the 21st Century: A Dozen Policies to Promote Economic Security for Women and Their Families" (Washington: Center for American Progress, 2013), available at <http://www.americanprogress.org/issues/economy/report/2013/05/23/64276/a-womans-agenda-for-the-21st-century/>.

Source: Center for American Progress analysis of Center for Economic and Policy Research Uniform Extracts of Current Population Outgoing Rotation Group data for 2012. Directly affected workers are those making between \$7.25 and \$9. Indirectly affected workers are those making between \$9 and \$10 an hour.

## Women rely more heavily on Social Security

Social Security benefits as a percentage of income, 2010



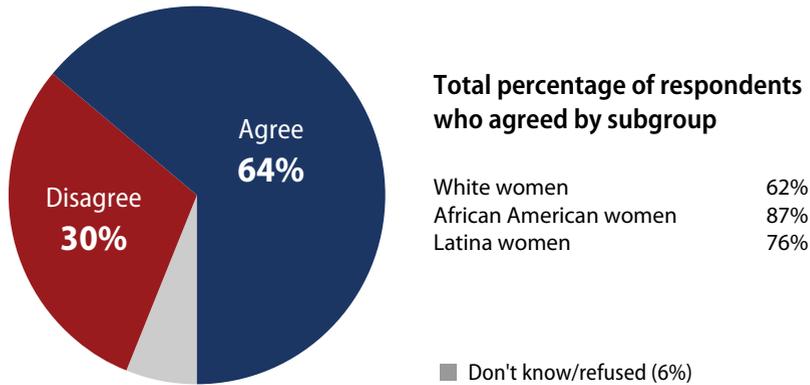
Note: This chart first appeared in Heather Boushey and Jane Farrell, "A Woman's Agenda for the 21st Century: A Dozen Policies to Promote Economic Security for Women and Their Families" (Washington: Center for American Progress, 2013), available at <http://www.americanprogress.org/issues/economy/report/2013/05/23/64276/a-womans-agenda-for-the-21st-century/>.

Source: Social Security Administration. "Social Security Is Important to Women" (2012).



## Women of color strongly support goal of helping single-parent families succeed

"Currently, over half the children who are born to mothers under age 30 are born to single mothers. With this in mind, please tell me if you agree or disagree with the following statement: 'Government should set a goal of helping society adapt to the reality of single-parent families and use its resources to help children and mothers succeed regardless of their family status.'"

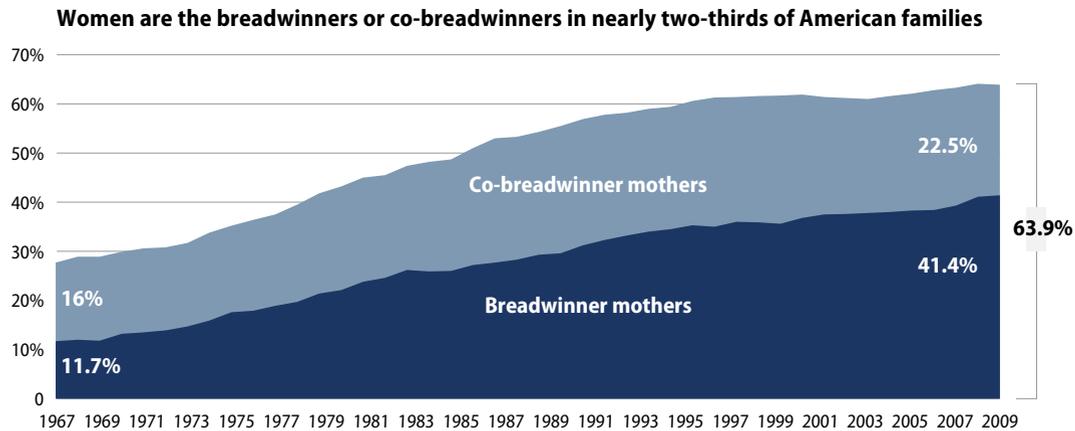


Note: This chart first appeared in John Halpin, "A New Force for America's Families: Women of Color Strongly Support Workplace Changes and Policies to Address Economic Hardship," Center for American Progress, January 12, 2014, available at <http://www.americanprogress.org/issues/race/report/2014/01/12/81907/a-new-force-for-americas-families-2/>.

Source: The Shriver Report/CAP/AARP poll, August–September 2013.

## How far we've come...

### EARNINGS



Note: Breadwinner mothers include single mothers who work and married mothers who earn as much as or more than their husbands. Co-breadwinners are wives who bring home at least 25 percent of the couple's earnings, but less than half. The data only include families with a mother who is between the ages of 18 and 60 and who has children under age 18 living with her. Source: Heather Boushey and Jeff Chapman's analysis of Miriam King and others, Integrated Public Use Microdata Series, Current Population Survey: Version 2.0 (Minneapolis: Minnesota Population Center, 2009).



#### CONSUMERS

In recent years, single women accounted for twice as many new home buyers as single men. Women now control more than 20 trillion dollars in global spending.



#### EDUCATION

Women now outnumber men at every level of the higher education ladder. In 1964, only about 40 percent of women enrolled in any type of college. Today, that figure is 57 percent—there are roughly three million more women currently enrolled in college than men.



#### EMPLOYMENT

In 1970, fewer than 16 percent of officials and managers in the private sector were women, but by 2007, they made up 40 percent. Women-owned businesses now account for nearly 3 trillion dollars of the gross domestic product in the United States.

Notes: This chart first appeared in *The Shriver Report: A Woman's Nation Pushes Back from the Brink*, a joint project of A Woman's Nation and the Center for American Progress, published in January 2014, available at <http://shriverreport.org/a-womans-nation-pushes-back-from-the-brink-charts-and-graphs/>.

...how far we need to go

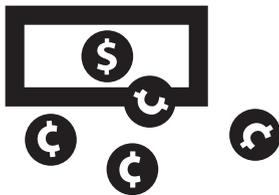
**ON THE BRINK**



1 in 3 adult women are living in poverty or on the brink of it.



One-quarter of single mothers spend more than half of their incomes on housing compared to one-tenth of single fathers.



Of all single mothers, nearly two-thirds are working in low-wage retail, service, or administrative jobs that offer little flexibility, benefits, or economic support to both provide for and allow needed family time with children.

**MINIMUM-WAGE JOBS**



Percentage of labor force that is female

Percentage of minimum-wage jobs held by women

**POOR HEALTH**



Percentage of high-income workforce reporting poor or fair health

Percentage of low-income workforce reporting poor or fair health

**HIGH STRESS**



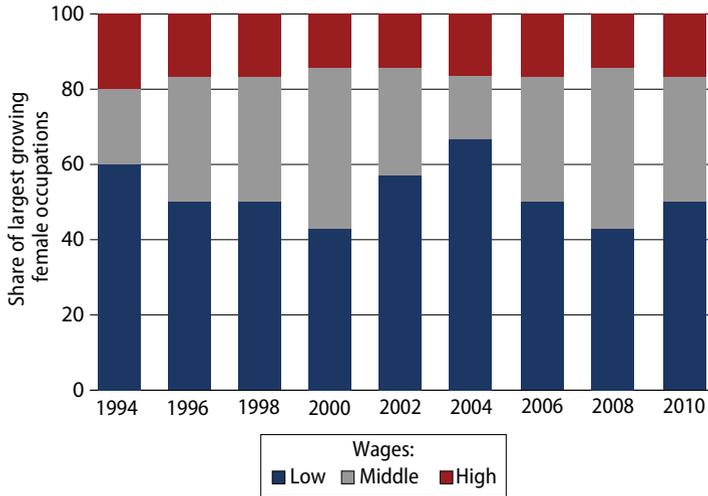
Percentage of low-income men experiencing high levels of stress

Percentage of low-income women experiencing high levels of stress

Note: This chart first appeared in *The Shriver Report: A Woman's Nation Pushes Back from the Brink*, a joint project of A Woman's Nation and the Center for American Progress, published in January 2014, available at <http://shrivereport.org/a-womans-nation-pushes-back-from-the-brink-charts-and-graphs/>.



### Wages of female dominated occupations with largest 10-year projected employment growth, by year of projection



Note: This chart first appeared in *The Shriver Report: A Woman's Nation Pushes Back from the Brink*, a joint project of A Woman's Nation and the Center for American Progress, published in January 2014, available at <http://shriverreport.org/a-womans-nation-pushes-back-from-the-brink-charts-and-graphs/>.

Select projected occupations are combined into one occupation category in order to match CPS occupation classification codes. For combined occupations, the largest job projection is used in calculations.

Source: Bureau of Labor Statistic's Economic and Employment Projections, author uses the top 10 projected largest growing occupations for each year (1994 to 2010), ranked 1 to 10, available at [http://www.bls.gov/schedule/archives/all\\_nr.htm#ECOPRO](http://www.bls.gov/schedule/archives/all_nr.htm#ECOPRO); Author's analysis of the Center for Economic and Policy Research Extracts of the Current Population Survey Outgoing Rotation Group Files, includes all workers aged 18 to 64; Bureau of Labor Statistic's Current Population Survey Tables, "Table 1: Employment status of the civilian noninstitutional population, 1942 to date," available at <http://www.bls.gov/cps/cpsaat01.pdf>.

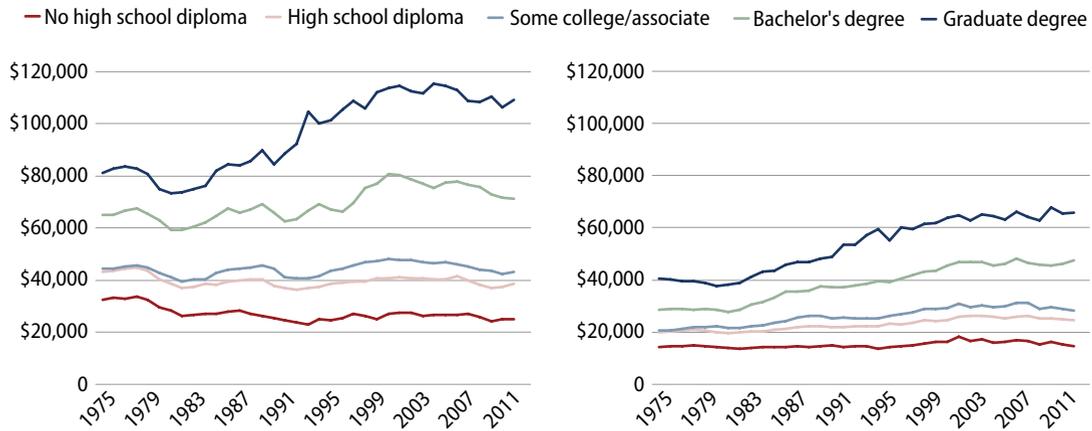
The share of projected jobs are the number of jobs projected in a particular occupation as a share of the total labor force in the projection year.



## Real wages for men are higher than those for women at every level of educational attainment

Men: Wages by education level, in 2011 dollars

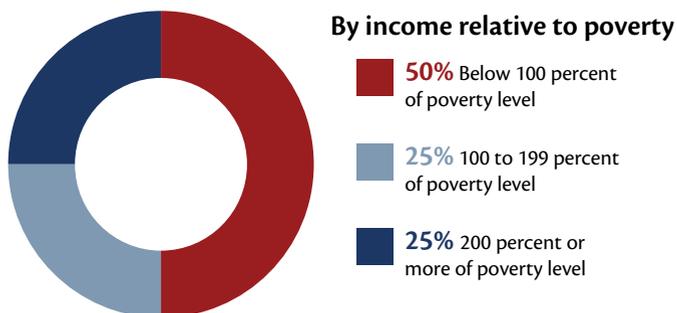
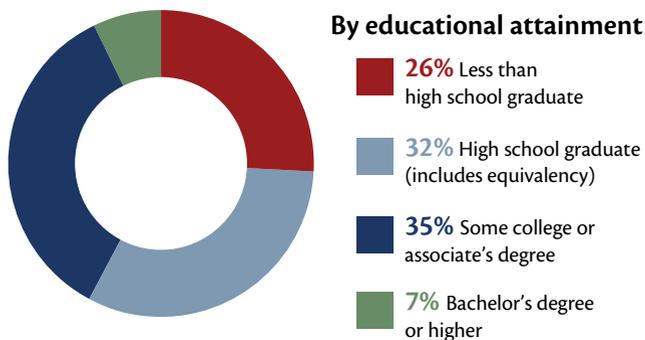
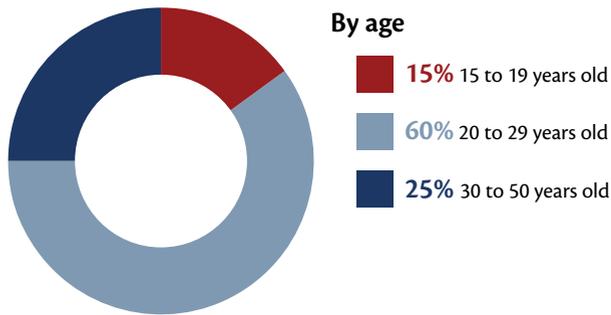
Women: Wages by education level, in 2011 dollars



Note: This chart first appeared in *The Shriver Report: A Woman's Nation Pushes Back from the Brink*, a joint project of A Woman's Nation and the Center for American Progress, published in January 2014, available at <http://shriverreport.org/a-womans-nation-pushes-back-from-the-brink-charts-and-graphs/>.

Source: Bureau of Labor Statistics and U.S. Census Bureau, Current Population Survey, various years.

## Demographics of unmarried mothers



Note: This chart first appeared in *The Shriver Report: A Woman's Nation Pushes Back from the Brink*, a joint project of A Woman's Nation and the Center for American Progress, published in January 2014, available at <http://shriverreport.org/a-womans-nation-pushes-back-from-the-brink-charts-and-graphs/>.

Source: American Community Survey, 2011

## Other resources

Listed below are additional resources on issues affecting working women and men and their families. These resources are provided for informational purposes only. Inclusion does not indicate endorsement by the White House or U.S. Department of Labor of these entities, their products or services, and the information contained at these sites does not necessarily reflect the official views of the U.S. government.

### Resources from the White House

**Fact Sheet: The Obama Administration's Comprehensive Efforts to Promote Gender Equality and Empower Women and Girls Worldwide**

<http://www.whitehouse.gov/the-press-office/2013/04/19/fact-sheet-obama-administration-s-comprehensive-efforts-promote-gender-e>

**Fact Sheet: the Equal Futures Partnership to Expand Women's Political and Economic Participation**

<http://www.whitehouse.gov/the-press-office/2012/09/24/fact-sheet-equal-futures-partnership-expand-women-s-political-and-econom>

**Fact Sheet: the Equal Futures Partnership and United States Commitments to Expand Women's Political and Economic Participation**

<http://www.whitehouse.gov/the-press-office/2012/09/24/fact-sheet-equal-futures-partnership-and-united-states-commitments-expan>

**Keeping America's Women Moving Forward: The Key to an Economy Built to Last**

[http://www.whitehouse.gov/sites/default/files/email-files/womens\\_report\\_final\\_for\\_print.pdf](http://www.whitehouse.gov/sites/default/files/email-files/womens_report_final_for_print.pdf)

**Council of Economic Advisers Report: Work-Life Balance and the Economics of Workplace Flexibility**

<http://www.whitehouse.gov/files/documents/100331-cea-economics-workplace-flexibility.pdf>

**2013 Economic Report of the President**

[http://www.whitehouse.gov/sites/default/files/docs/erp2013/full\\_2013\\_economic\\_report\\_of\\_the\\_president.pdf](http://www.whitehouse.gov/sites/default/files/docs/erp2013/full_2013_economic_report_of_the_president.pdf)

## Resources from the U.S. Department of Labor

### **The Economic Status of Women of Color: A Snapshot**

[http://www.dol.gov/wb/media/reports/WB\\_WomenColorFactSheet.pdf](http://www.dol.gov/wb/media/reports/WB_WomenColorFactSheet.pdf)

### **A Guide to Women's Equal Pay Rights**

<http://www.dol.gov/wb/equal-pay/equalpay-employee.pdf>

### **Working Women Today – An Overview**

[http://www.dol.gov/wb/overview\\_14.htm](http://www.dol.gov/wb/overview_14.htm)

### **Increasing Employment Opportunities and Improving Working Conditions for Women Fact Sheet**

<http://www.dol.gov/equalpay/commitment/2014Accomplishments.pdf>

### **Women's Bureau Data and Statistics page**

[http://www.dol.gov/wb/stats/stats\\_data.htm](http://www.dol.gov/wb/stats/stats_data.htm)

### **Equal Pay**

<http://www.dol.gov/equalpay/>

### **Minimum Wage**

<http://www.dol.gov/minwage/>

### **Workplace Flexibility Online Tool Kit**

<http://www.dol.gov/odep/workplaceflexibility/>

### **National Dialogue on Workplace Flexibility**

<http://www.dol.gov/wb/media/natldialogue3.htm>

### **FMLA is Working**

<http://www.dol.gov/whd/fmla/survey/>

### **Information on the Family and Medical Leave Act (FMLA)**

<http://www.dol.gov/whd/fmla/index.htm>

### **Information for Nursing Mothers**

<http://www.dol.gov/whd/nursingmothers/>

**Office of Federal Contract Compliance Programs (OFCCP) Fact Sheet on Pregnancy Discrimination**

<http://www.dol.gov/equalpay/commitment/ofccp-fact-sheet-pregnancy-discrimination-march-2012.pdf>

**OFCCP Fact Sheet on Employment Discrimination**

<http://www.dol.gov/equalpay/commitment/ofccp-fs-workplace-rights-march-2012.pdf>

**Information on retirement planning**

<http://www.dol.gov/dol/topic/retirement/>

**Women Veterans' Employment Initiative**

<http://www.dol.gov/vets/womenveterans/>

Resources from the Center for American Progress

**The Shriver Report: A Woman's Nation Pushes Back from the Brink**

<http://shriverreport.org/>

**"A New Force for America's Families: Women of Color Strongly Support Workplace Changes and Policies to Address Economic Hardship" by John Halpin**

<http://www.americanprogress.org/issues/race/report/2014/01/12/81907/a-new-force-for-americas-families-2/>

**"Our Working Nation in 2013: An Updated National Agenda for Work and Family Policies" by Heather Boushey, Ann O'Leary, and Sarah Jane Glynn**

<http://www.americanprogress.org/issues/labor/report/2013/02/05/51720/our-working-nation-in-2013/>

**"Real Family Values: Flexible Work Arrangements and Work-Life Fit" by Sarah Jane Glynn and Emily Baxter**

<http://www.americanprogress.org/issues/religion/report/2013/12/19/81336/flexible-work-arrangements-and-work-life-fit/>

**"Family Matters: Caregiving in America" by Sarah Jane Glynn and Jane Farrell**

<http://www.americanprogress.org/issues/labor/report/2014/02/05/83427/family-matters/>

**"The Importance of Preschool and Child Care for Working Mothers" by Sarah Jane Glynn, Jane Farrell, and Nancy Wu**

<http://www.americanprogress.org/issues/education/report/2013/05/08/62519/the-importance-of-preschool-and-child-care-for-working-mothers/>

**“Women’s Leadership: What’s True, What’s False, and Why It Matters” by Judith Warner**

<http://www.americanprogress.org/issues/women/report/2014/03/07/85467/womens-leadership/>

## Other resources

**National Women’s Law Center Reports and Toolkits**

[http://www.nwlc.org/our-resources/reports\\_toolkits](http://www.nwlc.org/our-resources/reports_toolkits)

**National Women’s Law Center Fact Sheets**

<http://www.nwlc.org/our-resources/fact-sheets>

**How Equal Pay for Working Women would Reduce Poverty and Grow the American Economy by Heidi Hartmann, Ph.D., Jeff Hayes, Ph.D., and Jennifer Clark**

<http://www.iwpr.org/publications/pubs/>

[how-equal-pay-for-working-women-would-reduce-poverty-and-grow-the-american-economy](http://www.iwpr.org/publications/pubs/how-equal-pay-for-working-women-would-reduce-poverty-and-grow-the-american-economy)

**National Partnership for Women and Families: Equal Pay Resources**

<http://www.nationalpartnership.org/issues/fairness/fair-pay.html>

**National Partnership for Women and Families: Work and Family Resources**

<http://www.nationalpartnership.org/issues/work-family/>

**Employers Making Work Work for Employees: for Effective and Flexible Workplaces Announced**

<http://www.whenworkworks.org/about-us/news-press/employers-making-work-work-for-employees>

**Families and Work Institute: Workplace Flexibility Reports**

<http://familiesandwork.org/site/research/reports/main.html>

**Center for Economic and Policy Research**

<http://www.cepr.net/index.php/publications/reports/job-protection-isnt-enough-why-america-needs-paid-parental-leave>

**Small Business Majority**

<http://www.smallbusinessmajority.org/small-business-research/downloads/092713-Family-Medical-Leave-poll-report.pdf>

**“The Simple Truth about the Gender Pay Gap” by American Association of University Women**

<http://www.aauw.org/files/2013/03/The-Simple-Truth-Fall-2013.pdf>

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## Endnotes

- 1 Council on Women and Girls, *Keeping America's Women Moving Forward: The Key to an Economy Built to Last* (The White House, 2012), available at [http://www.whitehouse.gov/sites/default/files/email-files/womens\\_report\\_final\\_for\\_print.pdf](http://www.whitehouse.gov/sites/default/files/email-files/womens_report_final_for_print.pdf).
- 2 Katherine Gallagher Robbins and Lauren Frohlich, "National Snapshot: Poverty Among Women & Families, 2012" (Washington: National Women's Law Center, 2013), available at <http://www.nwlc.org/sites/default/files/pdfs/povertysnapshot2012.pdf>.
- 3 Calculations based on Heather Boushey and Jeff Chapman's analysis of Miriam King and others, "Integrated Public Use Microdata Series, Current Population Survey: Version 2.0" (Minneapolis, Minnesota: Minnesota Population Center, 2009).
- 4 Calculation is based on data from the U.S. Bureau of the Census, *American Community Survey, 2012* (U.S. Department of Commerce, 2013).
- 5 Calculations based on Bureau of Economic Analysis, *Widespread Economic Growth in 2012* (U.S. Department of Commerce, 2013), available at [http://bea.gov/news-releases/regional/gdp\\_state/2013/pdf/gsp0613.pdf](http://bea.gov/news-releases/regional/gdp_state/2013/pdf/gsp0613.pdf).
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- 7 National Science Board, "Science and Engineering Labor Force" (2013), available at <http://www.nsf.gov/statistics/seind14/content/chapter-3/c03.pdf>.
- 8 Economics and Statistics Administration, *Women in STEM: A Gender Gap to Innovation* (U.S. Department of Commerce, 2011), available at: <http://www.esa.doc.gov/sites/default/files/reports/documents/womeninstemagaptoinnovation8311.pdf>.
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- 12 The Council of Economic Advisers, *The War on Poverty 50 Years Later: A Progress Report* (Executive Office of the President, 2014), available at [http://www.whitehouse.gov/sites/default/files/docs/50th\\_anniversary\\_cea\\_report\\_-\\_final\\_post\\_embargo.pdf](http://www.whitehouse.gov/sites/default/files/docs/50th_anniversary_cea_report_-_final_post_embargo.pdf).
- 13 Calculations based on Heather Boushey and Jeff Chapman's analysis of Miriam King and others, "Integrated Public Use Microdata Series, Current Population Survey: Version 2.0" (Minneapolis, Minnesota: Minnesota Population Center, 2009).
- 14 Calculation is based on data from the U.S. Bureau of the Census, *American Community Survey, 2012*.
- 15 Ibid.; Heidi Hartmann, Jeff Hayes, and Jennifer Clark, "How Equal Pay for Working Women would Reduce Poverty and Grow the American Economy" (Washington: Institute for Women's Policy Research, 2014), available at <http://www.iwpr.org/publications/recent-publications>.
- 16 Heidi Harmann and Jeffrey Hayes, "Equal Pay for Working Women and Their Families: National Data on Pay Gap and its Costs" (Washington: Institute for Women's Policy Research, forthcoming).
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- 24 Rose Gordon Sala, "Paid paternity leave benefits dads and moms - and we can afford it," *Lean Forward*, June 15, 2012, available at [http://leanforward.groups.msnbc.com/\\_news/2012/06/15/12237482-paid-paternity-leave-benefits-dads-and-moms-and-we-can-afford-it?lite](http://leanforward.groups.msnbc.com/_news/2012/06/15/12237482-paid-paternity-leave-benefits-dads-and-moms-and-we-can-afford-it?lite).
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- 26 Bureau of Labor Statistics, *Table 7: Employment status of women by presence and age of youngest child, March 1975-2010* (U.S. Department of Labor, 2011), available at <http://www.bls.gov/cps/wlf-table7-2011.pdf>.
- 27 Ibid.
- 28 Centre for Educational Research and Innovation, "Education at a Glance: Indicator C2: How do early childhood education systems differ around the world?" (2012), available at [http://www.oecd-ilibrary.org/education/education-at-a-glance-2012\\_eag-2012-en](http://www.oecd-ilibrary.org/education/education-at-a-glance-2012_eag-2012-en).

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- 31 Ibid.; Grant Thornton, "Women in senior management: Still not enough" (2012), available at <http://www.grantthornton.co.nz/Assets/documents/pubSeminars/IBR-2012-women-in-senior-management.pdf>.
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“It is time to do away with workplace policies that belong in a “Mad Men” episode. This year let’s all come together, Congress, the White House, businesses from Wall Street to Main Street, to give every woman the opportunity she deserves, because I believe when women succeed, America succeeds.” — President Barack Obama

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