

# **Women on the Home Front: Population, Family, Education and Religion**

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**\*\*\*MORE DATA AND ADDITIONAL CATEGORIES ARE AVAILABLE IN THE APPENDIX AT THE BOTTOM OF THE WOMEN WILL GET IT DONE HOME SCREEN\*\*\***

## **1. FEMALE POPULATION CHARACTERISTICS**

	Total Population	Male Population	Female Population	Female Population Percentage
1940	131,669,275	66,061,592	65,607,683	49.8%
1980	226,545,805	110,053,161	116,492,644	51.4%
2010	308,745,538	151,781,326	156,964,212	50.8%

Female Population by Race (in thousands):

	2000	2009	Percent Change
White, non-Hispanic	126,224	132,195	+4.7%
Black or African American	18,733	20,705	+10.5%
Asian	5,461	7,244	+32.6%
Hispanic	17,144	23,362	+36.3%

## 2. WOMEN AND FAMILY

### a. Marriage

	Married Americans 18 or older	Married Americans 18-29
1960	72%	≈60%
2010	51%	20%

- In 2010, roughly 4 out of 10 Americans thought matrimony was becoming obsolete.
- One in four Americans are now going it alone, or remaining single and living by themselves.

#### i. **Age at Marriage:**

Year	Female Median Age at First Marriage	Mean Age at First Birth	Male Median Age at First Marriage
1970	20.8 years	21.4 years	23.2 years
1990	23.9	24.2	26.1
2010	26.1	--	28.2

Source: U.S. Census Bureau; CDC

#### ii. **Unmarried Women**

Percent of the population that has never been married- by age:

Year	Women (20-24 years)	Women (25-34 years)	Women (35-39 years)	Men (25-34 years)
1970	35.8%	10.0%	5.4%	15.5%
1980	50.2%	16.3%	6.2%	23.9%
1990	62.8%	25.0%	10.4%	36.1%
2000	69.1%	29.7%	13.4* (35-44 yrs.)	39.1%
2011	80.7%	39.3%	18.8%	51.6%

- From 1970 to 2011 the institution of marriage changed drastically. In 1970, well more than half of women between the ages of 20-24 were married, whereas in 2011 less than one in five were married.

#### iii. **Marriage and Education**

Marriage is increasingly more common among college graduates than among Americans with less education (2007):

College Grads	69% are married
Americans with less education	56% are married

- The big losers within the marriage data are children who are increasingly raised with fewer resources.

Source: *Gender Wars*, *National Journal/The Atlantic: The Next Economy*, spring 2012.

## b. Motherhood and Childbirth

### i. **Births to Unmarried Women**

Year	Percentage of Births to Unmarried Women
1970	10.7%
1980	18.4%
1990	28.0%
2000	33.2%
2010	40.8%

- As women wait longer and longer to get married, more and more children are born out of wedlock. In 1970 one in ten children were born to unmarried women. By 2010, for every three children born to a married couple, two were born to an unwed woman.

Sources: US Census Data; *ChildTrends Data Bank*

### ii. **Declining Birthrate**

- American women have one of the highest rates of childlessness in the world, at 19%.
- About 47% of women 15 to 44 do not have children, which is a record low.
- The teen birthrate (from 15 to 19 years) is at a record low as well, dropping below 30 births per 1,000 teen females. The peak was in 1960 when the rate was at 96.3/1,000, but at that time only 15% of those births were to unmarried mothers, while today, even though the teen birthrate has fallen, 89% of the births are to unmarried mothers.

### iii. Single Mothers

- In 2013: 15 million U.S. children—or 1 in 3—live without a father.
- Single mothers have an average income of \$24,000, compared to married couples with children who have an average income of \$80,000
- The number of single-mother households is increasing across all races and in every part of the United States.

#### The Makeup of Single Mothers:

	Never Married	Divorced, separated, widowed	Spouse Absent
1960	4%	82%	14%
2011	44%	50%	6%

#### Children Living Apart from their Father

	% of children living apart from their father
1960	11%
2010	27%

Section sources: Washington Times, Luke Rosiak, 12.25.12; The Daily Beast, Paula Szuchman, 8.12.13.

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### iv. Women and Family Planning

- “Enabling couples to determine whether, when and how often to have children is vital to safe motherhood and healthy families. Increasing access to reproductive health services including voluntary family planning, has profound health, economic and social benefits for family and communities, such as:
  - Protecting the health of women by reducing high-risk pregnancies.
  - Protecting the health of children by allowing sufficient time between pregnancies.
  - Fighting HIV and AIDS
  - Reducing abortion

- Supporting women's rights and opportunities for education, employment and full participation in society.
- Mitigating the impact of population dynamics on economic growth, natural resources and both family and state stability."
- The last 100 years have seen much progress in the United States when it comes to women and family planning. However, the issues are ongoing and controversial on all sides. Research shows that while access to contraception is getting better, there are still inequalities and difficulties that must be overcome to keep contraception available to all women.
- Contraceptive care provided during publicly supported (where government funds were used) family planning visits in 2010 helped women prevent an estimated 2.2 million unintended pregnancies, which would have led to 1.1 million unplanned births:
  - 288,000 of these births would have been spaced more closely than is medically recommended
  - 164,000 would have been preterm, low birth weight or both.
- Contraception is also important for women's health, as condoms prevent the spread of many sexual transmitted diseases, as well as the HPV virus which can cause cancer in women.

### Contraception and Inequality

- In the United States, half of all pregnancies are unintended, and unintended pregnancy is highly concentrated among low-income women.
- A recent study found that a poor woman is about five times as likely as an affluent woman to have an unintended birth, which further deepens the divides in income, family stability, and child outcomes.
- The data shows that it is the use of contraception and/or abortion that may explain variations in unintended birth rates.
- Lower income is linked to an increased likelihood of non-use of contraception: 15.9% of women with an income level below the federal poverty line had unprotected sex in the year prior, compared to women

with an income level 400% the federal poverty level, where only 7.9% had unprotected sex.

- Abortion rates for women with incomes 400% the federal poverty level or higher were much higher than those below the federal poverty level: 31.9% versus 8.6%, resulting in larger income gaps in unintended birth rates.
- The birth rate is almost 5 times higher for women with low incomes than for women with the highest incomes.
- If all women adopted the same rates of contraception use as high-income women, the ratio of unintended births between affluent and poor women would be cut in half.
- If all single women had the same abortion rates as high-income single women, the ratio the ratio of unintended births between affluent and poor women would be reduced by one-third.
- Most unmarried women are sexually active regardless of income. But women with higher incomes are much more successful at ensuring that sex does not lead to an accidental baby.
- The study concluded that “access to affordable abortion also matters, and this is currently limited for many low-income women. Abortion is a difficult choice, but it is not one that should be influenced by financial status.”

Source: : Jennifer J. Frost, Adam Sonfield, Mia R. Zolna, and Lawrence B. Finer, *Return on Investment: A Fuller Assessment of the Benefits and Cost Savings of the US Publicly Funded Family Planning Program*, *The Milbank Quarterly*, 10/2014; Joanna Venator and Richard V. Reeves, *The implications of inequalities in contraception and abortion*, Brookings Institute, 2/26/2015.

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c. Women as Caregivers

**i. Stay-at-home Moms**

1999	23% of all mothers were stay-at-home*
2012	29% of all mothers were stay-at-home

\*a modern-era low

- In 2012, there were 10.4 million stay-at-home mothers
- Two-thirds of stay-at-home moms are “traditional” married stay-at-home mothers with working husbands.
- A growing share of stay-at-home mothers (6% in 2012, compared with 1% in 2000) are home with their children because they cannot find a job.
- No matter what their marital status, mothers at home are younger and less educated than their working counterparts.
- Stay-at-home mothers are less likely than working mothers to be white (51% stay-at-home moms are white, compared with 60% of working mothers).

**ii. Women Caring for their Parents & Elderly Relatives**

- Increasingly, women in their 40s and 50s are sandwiched between caring for aging parents and their own dependent children.
- Women 50 and over who leave the work force permanently to care for a parent lose nearly \$325,000 in wages and benefits.
- Increases in depression and anxiety are common among women who care for an older relative.
- There are now about one million fewer women ages 45-54 in the labor force than at the end of 2009, when the number peaked.

Source: Dionne Searcey, *For Women in Midlife, Career Gains Slip Away*, New York Times, 6.24.14

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**d. Mothers in the Workforce**

- In 1975, half of all mothers with children under 18 were in the workforce
- In 2009, nearly three-fourths were in the workforce



**i. Breadwinner Moms**

- A record 40% of all households with children under the age of 18 include mothers who are either the sole or primary source of income for the family.

Percentage of all households with children under-18 where the mother is the primary or sole provider:

	Total	Married	Single
1960	11%	4%	7%
1990	29%	10%	19%
2011	40%	15%	25%

- Breadwinner moms are made up of two very different groups:
  - 5.1 million (37%) are married mothers who have a higher income than their husbands
  - 8.6 million (63%) are single mothers

Source: Pew Research Social & Demographic Trends: Breadwinner Moms, May 29, 2013

**ii. Single-mother Breadwinners:**

Family Income in American Households:

	Median family income in 2011	Education
All households with children	\$57,100	---
Single Mother Households: Divorced, Separated, Widowed	\$29,000	35% have a high school education or less
Single Mother Households: Never Married	\$17,400	49% have a high school education or less

- Single mother breadwinners make up 63% (8.6 million) of all breadwinner moms.
- They earn an average of \$23,000 and are more likely to be younger, black or Hispanic, and have less education than a college degree.

Section source: Pew Research Social & Demographic Trends: Breadwinner Moms, May 29, 2013

### iii. Maternity Leave

	U.S. Companies Offering Benefit (2013)
Paid maternity leave	16%
Paid paternity leave	15%
Paid adoption leave	16%
On-site lactation rooms	34%
Paid sick leave	34%

Source: Working Mother Research Institute, 2013.

- Out of 173 countries, only the U.S., Liberia, Papua New Guinea, and Swaziland have no paid maternity leave law.
- Among U.S. employers more broadly, a third (35%) of employees work for an employer offering paid maternity leave, and a fifth (20%) paid paternity leave.

Source: 2011 Human Rights Watch report

Key findings from the *Family and Medical Leave Act 2012 (FMLA) Survey* on the U.S. workforce:

- “About one-third of employees (35%) work in worksites that offer paid maternity leave to all or most women employees; one-fifth (20%) of employees work in worksites that offer paid paternity leave.”
- One-third of all people who took FMLA leave received no pay.
- Nearly two-thirds (64%) of employees who needed, but did not take, leave in the past 12 months were women.

Section sources: Los Angeles Times, 1/16/2014, Michelle Maltais, Maternity Leave in America: How do we stack up?; Shriver Report, 2013; IWPR Briefing Paper *Maternity, Paternity, and Adoption Leave in the United States*:

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**iv. Opting Out**

- About one-in-ten mothers with a Master's degree or more are "opting out" or staying at home in order to care for their family.
- Many opt-out moms choose to leave their jobs solely because they want to be home with their children. Others, however, leave because of the difficulties of balancing work and family in the U.S.
  - A 2009 study found that among "highly qualified women" who had stepped away from their careers, fully 69% said they would not have done so if their workplace offered more flexible work arrangements.

**v. Working While Pregnant: Expectant Mothers in the Workplace**

Working while pregnant is much more common today than it used to be:

- Among women who had their first child in the early 1960s, just 44% worked at all during pregnancy.
- By the late 1980s, 67% of women pregnant with their first child remained on the job.
- For women who gave birth to their first child between 2006 and 2008, 66% of women remained on the job.

Women are returning to work much sooner after their first birth than in previous decades:

- In the 1960s, just 21% of women had returned to work six months after their first child's birth.
- For those who had their first birth between 2005 and 2007, 73% had returned to work six months after giving birth.

Education affects who continues to work while pregnant and who stops working:

- 87% of women with a bachelor's degree or higher worked while pregnant with their first child.
- 28% of women without a high school diploma worked while pregnant with their first child.

Taking time out of work to care for the child once it is born:

- A higher share of U.S. women who had their first child between 2006 and 2008 used unpaid leave (42%) than in the early 1980s (34%).
- Good news: The share of women who were fired or quit their jobs declined from 39% to 27% during that same time period.
- **Mothers, more than fathers, say they faced career interruptions to care for their family – reducing work hours, taking a significant amount of time off, or quitting their jobs. These interruptions often turn to be linked to long-term earnings.**

Source: George Gao, Pew Research Center, *Working while pregnant is much more common than it used to be*, 3/31/2015.

#### e. Women and Finances in the Home

	2011	2013
Percent of women claiming primary responsibility for day-to-day financial decisions	15%	24%
Percent of women claiming primary status for long-term retirement decisions	9%	19%

- Men are more likely than women (53% vs. 45%) to be very confident in their own ability in taking full financial responsibility of retirement decisions.
- Only 45% of Gen Y (early 80s-early 2000s) women say they are a joint decision maker when it comes to retirement savings decisions, compared to 58% of Boomer and Gen X women (born 1967-1978).

- Lack of confidence appears to be a major contributing factor to the low levels of engagement in financial and retirement decisions.

### 3. WOMEN AND EDUCATION

#### a. Women in High School

##### i. High School Dropout Rates

	Male Dropout Rate	Female Dropout Rate
1960	27.8%	26.7%
1970	14.2%	15.7%
1980	15.1%	13.1%
1990	12.3%	11.8%
2000	12.0%	9.9%
2010	8.5%	6.3%
2012	7.3%	5.9%

- Over 520,000 of the estimated dropouts from the Class of 2007 were female students.
- One in four girls overall do not finish high school
  - One in two Native American female students does not finish high school (50%)
  - Four in ten Black female students do not finish high school (40%)
  - Nearly four in ten Hispanic female students do not finish high school (37%)

Top States with the Lowest Dropout Rates for Girls (2003-2004)

1.	Utah	12%
2.	Minnesota, Connecticut, New Jersey	17%
5.	Iowa	18%
6.	Nebraska	20%
7.	Wisconsin, North Dakota, Maryland,	21%

Worst States with the Highest Dropout Rates for Girls (2003-2004)

34.	Louisiana, Delaware, Mississippi	31%
37.	Hawaii, Alaska	32%
39.	Florida	35%
40.	Alabama, New Mexico	36%
42.	Arizona	40%

	South Dakota	
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43.	Georgia	41%
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\*Data for DC, NH, NV, NY, OR, PA, SC, and TN were not reported to the US. Department of Education

#### Effects of dropping out:

- Compared to their male peers, girls who fail to graduate high school have higher rates of unemployment, make significantly lower wages, and are more likely to need to rely on public support programs to provide for their families.
- Half of all female high school dropouts aged 25-64 are unemployed.
- Female dropouts who are employed are plagued by low earnings and earn considerably less than their male counterparts.
- Pregnancy, parenting, and/or family responsibilities are factors that put girls at risk of dropping out.

Section Sources: US D.O.E., National Center for Education Statistics, Institute of Education Sciences; National Women's Law Center: *When Girls Don't Graduate we All Fail*, 2007.

#### b. Women and Higher Education

##### i. **College Enrollment Rates**

High School to College Enrollment Rates by Race: Women's College Enrollment-Share of recent high school completers enrolled in college the following October:

	1994	2012
Hispanic	52%	72%
Black	48%	69%
White	66%	72%
Asian	81%	86%

- Every group saw increases in college enrollment, some quite significant.
- In each group, women enrolled in college at higher rates than men.

Source: Pew Research Center, March 6, 2014. "Women's college enrollment gains leave men behind."

## ii. Education Rates for Women Ages 25 and Older (2012)

Less than a high school diploma	6.7%
High school diploma, no college	25.3%
Some college	17.5%
Associate's degree	12.7%
Bachelor's degree or higher	37.8%

## iii. Post-Secondary Degrees Conferred

### General College Degrees

	Associate's Degrees	Degrees to females	Bachelor's Degrees	Degrees to Females	Master's Degrees	Degrees to Females
1969-70	206,023	88,591 (43%)	792,316	341,219 (43%)	213,589	82,790 (39%)
1979-80	400,910	217,173 (54%)	929,417	455,806 (49%)	305,196	148,314 (47%)
1989-90	455,102	263,907 (58%)	1,051,344	559,648 (53%)	330,152	172,100 (52%)
'99-2000	564,933	340,212 (60%)	1,237,875	707,508 (57%)	463,185	267,056 (58%)
2009-10	849,452	526,536 (62%)	1,650,014	943,381 (57%)	693,025	417,828 (60%)

**Changes:** Women went from receiving a minority of these degrees in the 70's to now earning a majority. The amount of Associate's Degrees conferred has increased 4-fold while the amount given to women has increased by almost 6 times. The amount of Bachelor's degrees doubled while the amount conferred to women increased by a shade less than 3 times. The number of Master's Degrees conferred tripled over 40 years while the amount of women receiving them has increased by about 5-fold.

### Doctoral Degrees Conferred

	Total Degrees Conferred	Degrees Conferred to Females
1969-70	59,486	5,694 (10%)
1979-80	95,631	26,105 (27%)
1989-90	103,508	39,545 (38%)
1999-2000	118,736	53,806 (45%)
2009-10	158,558	81,953 (52%)

**Changes:** While the total number of Doctoral Degrees almost tripled from 1969 to 2010, the number of degrees conferred to women increased by almost 15-fold.

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## **College Degrees Granted—by Gender and Discipline, 2011-2012**

### **Bachelor's Degrees**

	Total	Males	Females
Agriculture and natural resources	30,929	15,453	15,476
Area, ethnic, cultural, gender, and group studies	9,232	2,757	6,475
Biological and biomedical sciences	95,849	39,545	56,304
Business management, marketing, and personal services	366,815	190,082	176,733
Communications and communications technologies	88,752	33,525	55,227
Computer and information sciences and support services	47,384	38,773	8,611
Education	105,785	21,757	84,028
Engineering and engineering technologies	98,540	81,270	17,270
English language and literature/letters	53,767	16,976	36,791
Family and consumer sciences/human sciences	23,428	2,693	20,735
Foreign languages, literatures and linguistics	21,764	6,630	15,134
Health professions and related programs	163,440	24,868	138,572
Mathematics and statistics	18,842	10,723	8,119
Physical sciences and science technologies	26,663	15,972	10,691
Psychology	108,986	25,406	83,580
Public administration and social service professions	29,695	5,385	24,310
Visual and performing arts	95,797	37,158	58,639

### **Master's Degrees**

	Total	Males	Females
Agriculture and natural resources	6,390	3,026	3,364
Area, ethnic, cultural, gender, and group studies	1,947	717	1,230
Biological and biomedical sciences	12,415	5,378	7,037
Business management, marketing, and personal services	191,571	103,253	88,318
Communications and communications technologies	9,496	3,065	6,431
Computer and information sciences and support services	20,97	15,129	5,788
Education	178,062	41,180	136,882
Engineering and engineering technologies	45,097	34,698	10,399
English language and literature/letters	9,939	3,403	6,536
Family and consumer sciences/human sciences	3,157	413	2,744
Foreign languages, literatures and linguistics	3,827	1,280	2,547
Health professions and related programs	83,893	15,625	68,268
Mathematics and statistics	6,245	3,694	2,551
Physical sciences and science technologies	6,910	4,299	2,611
Psychology	26,834	5,435	21,399
Public administration and social service professions	41,680	10,475	31,205



Visual and performing arts	17,331	7,331	10,000
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## Doctor's Degrees

	Total	Males	Females
Agriculture and natural resources	1,333	721	612
Area, ethnic, cultural, gender, and group studies	302	112	190
Biological and biomedical sciences	7,935	3,708	4,227
Business management, marketing, and personal services	2,531	1,460	1,071
Communications and communications technologies	567	242	325
Computer and information sciences and support services	1,698	1,332	366
Education	9,990	3,215	6,775
Engineering and engineering technologies	8,856	6,838	2,018
English language and literature/letters	134	68	66
Family and consumer sciences/human sciences	1,427	548	879
Foreign languages, literatures and linguistics	325	59	266
Health professions and related programs	1,231	497	734
Mathematics and statistics	62,090	26,074	36,016
Physical sciences and science technologies	5,370	3,609	1,761
Psychology	5,928	1,519	4,409
Public administration and social service professions	884	338	546
Visual and performing arts	1,728	790	938

Source: National Center for Education Statistics, Table 318.30: Bachelor's, master's, and doctor's degrees conferred by postsecondary institutions, by sex of student and discipline division: 2011-12.

### c. Women in Academia

Percent of Faculty in Bachelor, Master, and Doctorate Institutions that are Women in the United States, 2010

	% Faculty that are Women
Bachelor's Institutions	45.5%
Master's Institutions	46.1%
Doctorate Institutions	38.1%

Of women in academia in the U.S.:

- 32.2% are in non-tenured track positions.
- 23.9% are in tenure-track positions.
- 44.0% are tenured.

Of men in academia in the U.S.:

- 19% are in non-tenured track positions.
- 19% are in tenure track positions.
- 62% are tenured.

Percent of Men's Salary that Women Earn in Academia Positions in 2012 in U.S.

Position	Percent of Men's Salary that Women Earn
Instructor	93%
Assistant Professor	91%
Associate Professor	92%
Professor	90%

Source: Catalyst, *Catalyst Quick Take: Women in Academia*. New York: Catalyst, 2012.

#### **i. Academics in Policy and Government**

##### Women as Experts in their Fields

- While women are receiving a higher and higher portions of advanced degrees and becoming leaders and experts in their fields, there is still a need to make sure that female experts are being included in the public dialogue about these issues.
- Eliminating woman-free public events has become increasingly a priority in other fields such as the hard sciences.
- Foreign Policy
  - In 2014, six leading Washington think tanks presented more than 150 events on the Middle East that included not a single woman speaker.
  - "The vast gap between the large number of senior women in our field and their notable absence from our public discourse means it's time for active steps to fix the latter problem." –Tamara Cofman Wittes and Marc Lynch
  - In 2014, women made up just 22% of foreign policy guests on major news programs.
- Women are systematically cited less than their male peers.
- Writing Op-Eds

- In 2011, women authored only 19% of op-eds in the Wall Street Journal, 22% in the New York Times and 24% in the Los Angeles Times.
- On the front page of *The New York Times*, men were quoted three times more than women.

Sources: Tamara Cofman Wittes and Marc Lynch, *The mysterious absence of women from Middle East policy debates*, The Washington Post, 1/20/2015; Elmira Bayrasli and Lauren Bohn, *Binders Full of Women Foreign Policy Experts*, The New York Times, 2/10/15.

d. Race, Education and Marriage

- Marriage rates among the non-college educated population have fallen sharply in the last few decades, and sharpest of all in the black population.
- Marriage rates in the black community are low and falling.
- Black men are the second least likely race/gender group to gain a college education, after Hispanic men.
- Just 49% of college-educated black women marry a well-educated man (with at least some post-secondary education), compared to 84% of college-educated white women.
- 37% of white women have a bachelor's degree or more while 23% of black women have a bachelor's degree or more. For men, 29% of white men have a bachelor's or higher, but only 16% of black men do.
  - The chances for a college graduate to marry another college graduate is likely to be greater if there are more marriages across race lines, but black Americans remain the minority group least likely to marry across race lines. That number is even less for black women: three-quarters of the black-white marriages involve a black man, rather than a black woman.
  - Black women are the group who are least likely to “marry out” across race lines.

- 29% of white women “marry level” or “marry up,” meaning they marry someone of their same education level or higher, while only 13% of black women marry level or up.
- Marriage rates are lower among black women compared to white women: 60% of black women have never married, compared to only 38% of white women.
- Married, black college graduates are much more likely to have a husband with a lower level of education, compared to whites of a similar background (58% to 48%).
- Marriages with two college graduates have a much higher total income than marriages with lower educational attainment. But due to low levels of cross-racial marriages for black women and low rates of black male college graduates, black women are less likely than their white counterparts to be in the top household income quintile. In fact, black college graduates are equally likely to be in the fourth income quintile as in the top quintile.
- “One of the benefits of a college education is a higher likelihood of marrying someone with equal education status, which typically translates into higher household income. But as we have seen, this is a benefit that seems to accrue more often to white women than black women.”

Edward Rodrigue and Richard V. Reeves, *Single black female BA seeks educated husband: Race. Assortative mating and inequality*, Brookings Social Mobility Memos, 4/9/2015.

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#### **4. WOMEN AND RELIGION**

##### **a. Women’s Roles in Religion**

Judaism:

- Women cannot serve as Orthodox Rabbis, but in the last 20 years many programs have been set up that give Orthodox women religious training similar to that of a Rabbi.

- As of 2004, among conservative Jews, women make up 11% of the 1,550 Conservative Rabbis in America. Conservatives started ordaining women in 1985.

#### Islam:

- Muslims do not formally ordain religious leaders, but the Imam serves as a spiritual leader and religious authority.
- Three of the four Sunni schools, as well as many Shia, agree that a woman may lead a congregation consisting of women alone in prayer.
- Women are allowed to lead mixed-gender congregations but only in some prayers, if they are well-versed in the Qur'an, and if they stand behind the men.

#### Episcopalians and Anglicans:

- First woman was ordained in 1974 against church rule.
- As of 2009, women made up 33.4% of Episcopal Clergy
- July 14, 2014 the Church of England voted to allow women to become bishops for the first time in its history.

#### Jehovah's Witnesses:

- Women can be ordained as "ministers" since 1941.
- Women cannot hold the positions of Deacon or Elder and cannot officiate at a baptism, wedding or funeral.

#### Church of Jesus Christ of Latter-day Saints (Mormons):

- Women cannot be ordained.
- The Relief Society, or woman's organization of the Church, is one of the largest women's organizations in the world.

#### Eastern Orthodox

- Women cannot hold most ordained roles.
- As of 2004 women have been allowed to become deacons.

#### Roman Catholics:

- Women cannot formally be ordained
- 710,000 women serve as Catholic nuns world-wide

#### Sikhs:

- No formal clergy
- Women have full religious equality.

#### Southern Baptists:

- First woman was ordained in 1964.
- Determined that the pastorate ought to be male only in 2000, grandfathering in all of the previous female pastors.

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#### b. The Religious Gender Gap

Based on poll results from 2009 and 2010, Gallup calculated what they call their “basic religiousness index.” Here are the results:

	Very Religious	Moderately Religious	Nonreligious
Men	37%	27%	36%
Women	46%	29%	25%

In 2002, Gallup concluded a deep survey into gender and religion in America. Here are some of their results:

- 68% of women consider religion very important, while only 48% of men do.
- 69% of women are members of a house of worship, 59% of men are.
- 56% of women pay attention to God when they make decisions, while 40% of men do.
- 74% of women attribute faith to giving them inner peace, 57% of men do.
- 64% of women feel that faith gives them forgiveness, 49% of men do.

- 52% of women involved faith in their daily lives, compared to 32% of men.
- 52% of women worship or pray daily, compared to 27% of men.

**\*\*\*MORE DATA AND ADDITIONAL CATEGORIES ARE AVAILABLE IN THE APPENDIX AT THE BOTTOM OF THE WOMEN WILL GET IT DONE HOME SCREEN\*\*\***

## 5. WOMEN AROUND THE WORLD: COMPARISONS AND LESSONS

### a. Women in the United States in Comparisons to the Rest of the World

#### **Overall Ranking of the United States in *The Global Gender Gap Index*, 2006-2013**

Year	Ranking
2006	23 <sup>rd</sup>
2010	19 <sup>th</sup>
2013	23 <sup>rd</sup>

- There has been no overall improvement since 2006.
- Since 2006, the top 4 countries have been Iceland, Finland, Norway, and Sweden, their order changing within the top 4.

#### Detailed Ranking of The United States in 2013:

Political Empowerment	Health and Survival	Educational Attainment	Economic Participation and Opportunity
60 <sup>th</sup>	33 <sup>rd</sup>	1 <sup>st*</sup>	6 <sup>th</sup>

\*tied for 1<sup>st</sup> (with a score of 1.0000) with almost 20 other countries that received the same score

Source: *Global Gender Gap Index 2013*, World Economic Forum, 2013

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## **The Status of Women's Happiness around the World**

Findings from a Gallup poll on how women around the world rate their lives and their daily experiences. Over 125,000 adults were interviewed from 136 countries:

- 26% of respondents rate their lives well enough to be “thriving.”
- At least 50% experience positive emotions daily.
- The life ratings of about 2 billion women place them in a category of “struggling” or “suffering”
- The United States ranks 7<sup>th</sup> for countries with the highest percent of “thriving” women. Iceland was the top country with 77%.
- The countries with the highest suffering for women were Bulgaria (43%), Afghanistan (40%), Armenia (37%), Greece (34%), and Ukraine (33%). These countries with the highest suffering tend to be experiencing instability and/or economic devastation.
- Globally, the percent of women who answered that the day before the interview they had :
  - A lot of worry: 35%
  - A lot of stress: 32%
  - A lot of physical pain: 29%
  - A lot of sadness: 22%
  - A lot of anger: 20%
- Globally, the percent of women who answered they had a daily positive experience the day before the survey:
  - 84% are treated with respect
  - 75% smile/laugh a lot
  - 74% have a lot of enjoyment
  - 70% feel well-rested
  - 50% learn to do something interesting. This one is of special note because it shows that there is still a high percentage of women who are not getting education opportunities which can keep them from advancing themselves and creating more stability for their families.



- Women are still finding ways to live their lives well even among the struggles and suffering.
- In the results of the study, there was remarkable parity in how much women and men rate their lives.
- The two largest areas where all women's lives can improve are jobs and personal safety. The global workforce consists of 50% more men than women and men are almost twice as likely to be employed full time for an employer. Allowing for greater female participation in the workforce worldwide will create greater stability and take advantage of untapped talent. When it comes to personal safety, women are less likely than men to feel safe in the cities or areas where they live.
  - Gallup studies suggest that safety and security are the foundation of a great society and an improvement in that area would greatly benefit not just women, but all of society.
- Education continues to be a major stumbling block for women around the world. Greater access to education and opportunities for job training will help prepare women to be more active in creating thriving and stable communities and nations.

Source: Jon Clifton and Julie Ray, *Nearly 2 Billion Women Worldwide are Struggling, Suffering*, Gallup, 3.4.2015.

## b. Gender Inequality around the World

### South America:

- In both 2013 and 2014, a wide survey found people in Latin America are the least likely to say they live in countries where women are treated with respect and dignity, ranking below the Middle East and North Africa
- *"Do you believe women in this country are treated with respect and dignity?"* % Yes:
  - 35% in South America
  - 65% in the Middle East and North Africa
  - 67% in Sub-Saharan Africa

- 68% in Former Soviet countries
- 72% in Europe
- 76% in Asia
- 77% in the United States
- Brazil: in a recent study, almost half the men surveyed said that men required more sex than women and that women should be submissive to men. Almost 80% said it would be unacceptable if the woman didn't keep her house clean. 65% of Brazilians believe that women deserve to be victims of sexual violence if they dress provocatively (both men AND women felt that way).

Sources: Lourdes Garcia-Navarro, *Which Place is More Sexist: The Middle East or Latin America*, NPR.com, 3/16/14; Bill Chappell, *Survey: Latin America Ranks Last in Respect for Women*, NPR.com, 10/14/14; Lourdes Garcia-Navarro, *A Few More Thoughts on Sexism in Latin America*, NPR.com, 3/30/14.

#### c. Efforts around the World to Increase Gender Equality

- Japan and 'Womenomics'

Japanese Prime Minister Shinzo Abe used his address to the UN General Assembly on September 26, 2013 to outline and advocate the principles of 'Womenomics,' a theory which asserts that the more the advance of women in society is promoted, the higher the growth rate becomes. He stated that "creating an environment in which women find it comfortable to work and enhancing opportunities for women to work and to be active in society is no longer a matter of choice for Japan. It is instead a matter of the greatest urgency." In an opinion piece in the Wall Street Journal published a day before his speech, he stated that to achieve growth Japan needed to "capitalize on the power of women." He continued on to state that Japan has "set the goal of boosting women's workforce participation from the current 68% to 73% by the year 2020. Japanese women earn, on average, 30.2% less than men. We must bridge this equality gap." Mr. Abe also outlined the importance of Womenomics in Africa and throughout the world.

Source: Shinzo Abe, *Unleashing the Power of 'Womenomics,'* The Wall Street Journal, 9/25/14; Shinzo Abe, Address to UN General Assembly, UN News Centre, 9/23/13.

d. Nobel Prizes Awarded to Women

- 46 women have been awarded Nobel Prizes. Marie Curie won twice, so a total of 47 prizes have been awarded to women.
- The first prize, The Nobel Prize in Physics, was awarded in 1903 to Marie Curie
- The first Nobel Peace Prize was awarded in 1905 to Baroness Bertha von Suttner