

# **Chapter 7: Statistics on Working Women**



## **CHAPTER 7: STATISTICS ON WORKING WOMEN**

This chapter presents U.S. and Canadian statistics relevant to the issues discussed in this Leadership Manual. In most cases, the statistics are up-to-date through 2007.

Included are charge statistics from the U.S. Equal Employment Opportunity Commission. These numbers report the number of charges received in various categories from FY1997 through FY2007.

Also included are charts on employment and wages as well as a table that lists leading nontraditional jobs for U.S. women and a table that lists jobs in which most of the employees are women. A nontraditional job would be defined as one in which women constitute 25 percent or less of those employed.

Various tables show that representation by a union continues to amount to a significant difference in the wages earned by union and nonunion workers.

The ever-present wage gap between the wages of men and those of women once more verifies the continuing inequality women face in the workplace. According to the latest figures from the U.S. Department of Labor, full-time women wage and salary workers earned 80 percent of men's median weekly earnings, or 20 percent less than men.

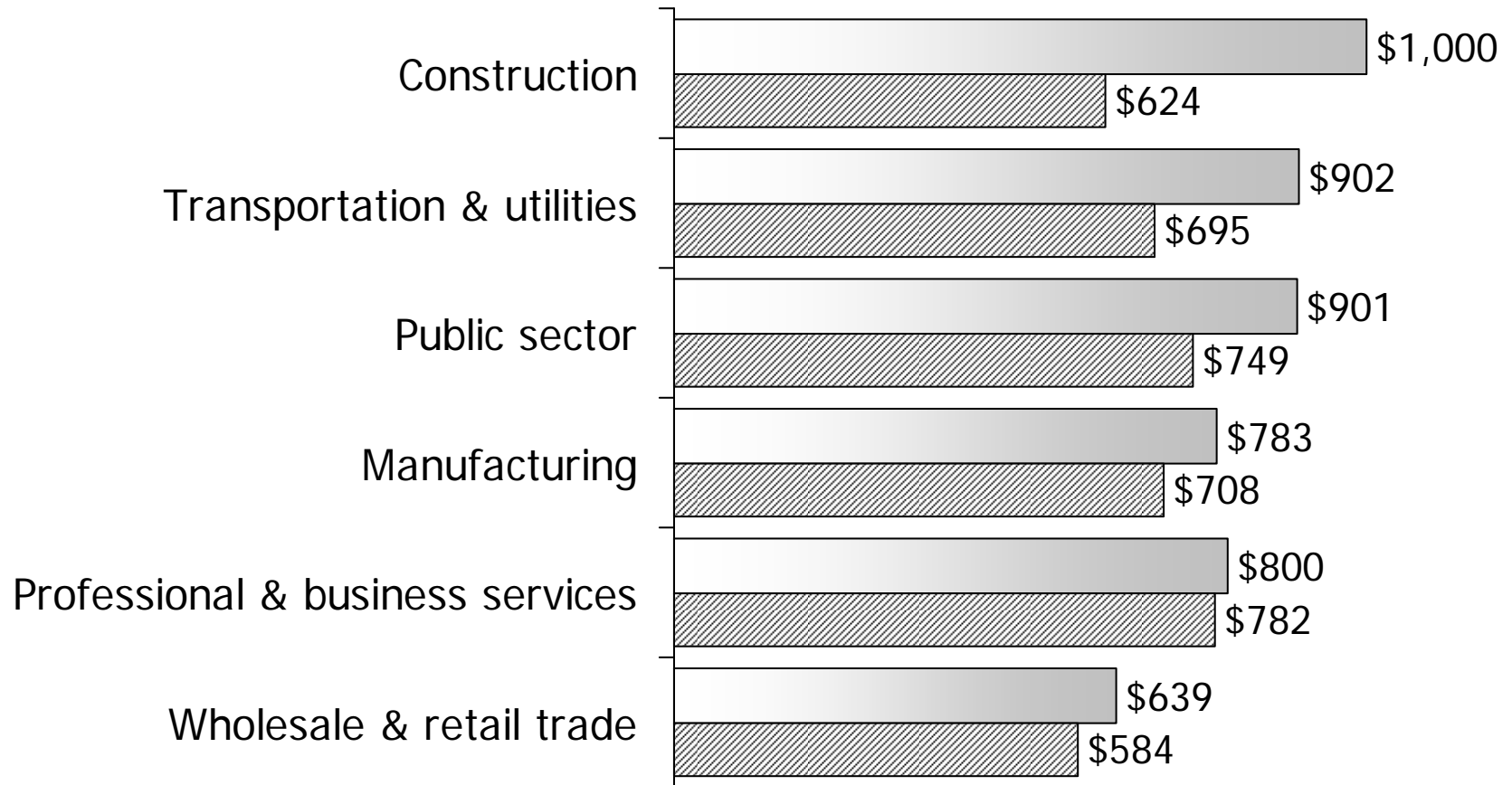
The statistics presented in this chapter support the view that women must still strive to obtain full equality in the workplace.

# 2007 Weekly Earnings of Union and Nonunion Workers

*Median Weekly Earnings of Full-Time Wage and Salary Workers*

Union Nonunion

By Selected Industry



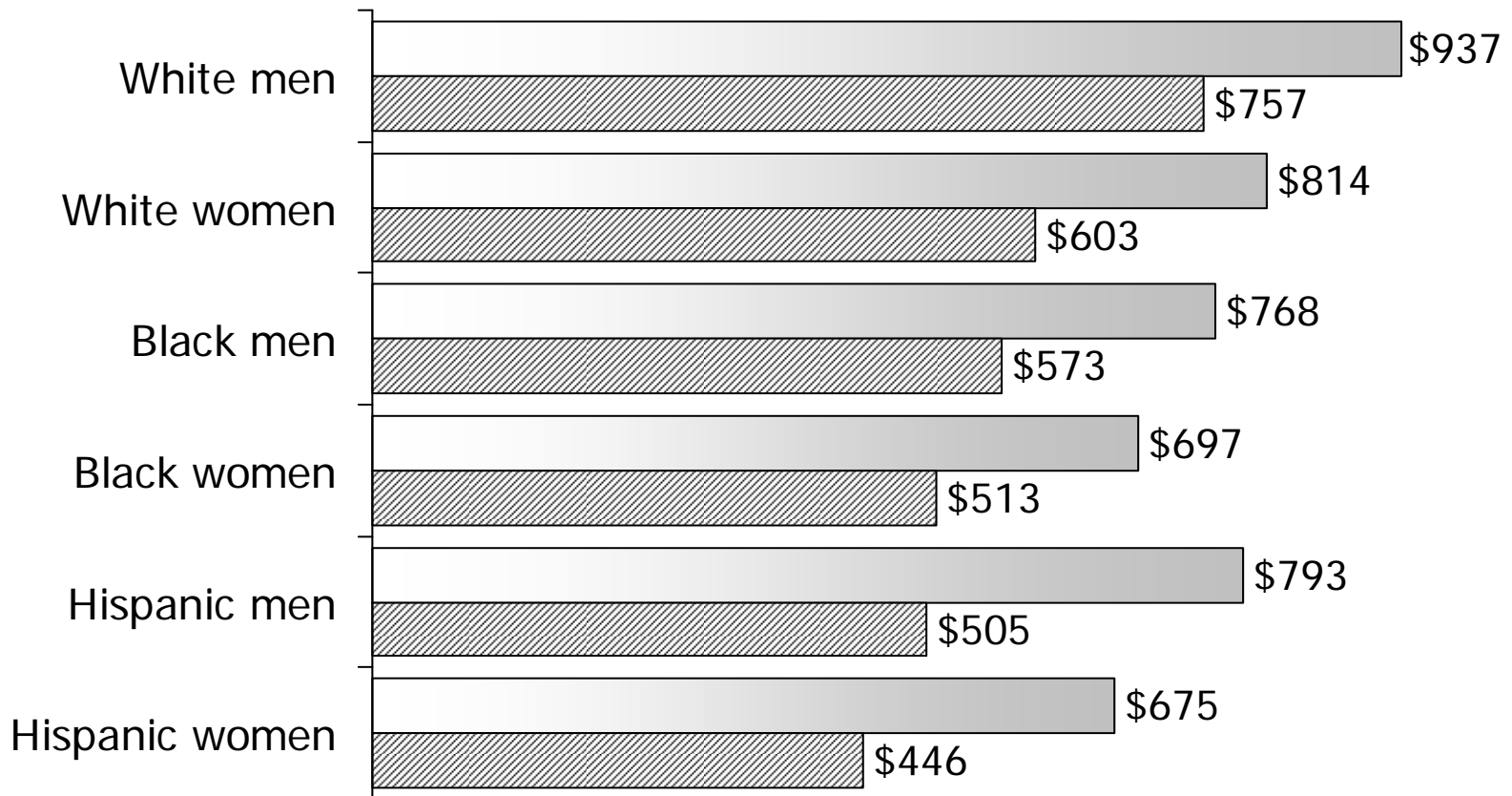
*Source: Bureau of Labor Statistics.*

# 2007 Weekly Earnings of Union and Nonunion Workers

*Median Weekly Earnings of Full-Time Wage and Salary Workers*

Union Nonunion

By Sex, Race and Hispanic Origin

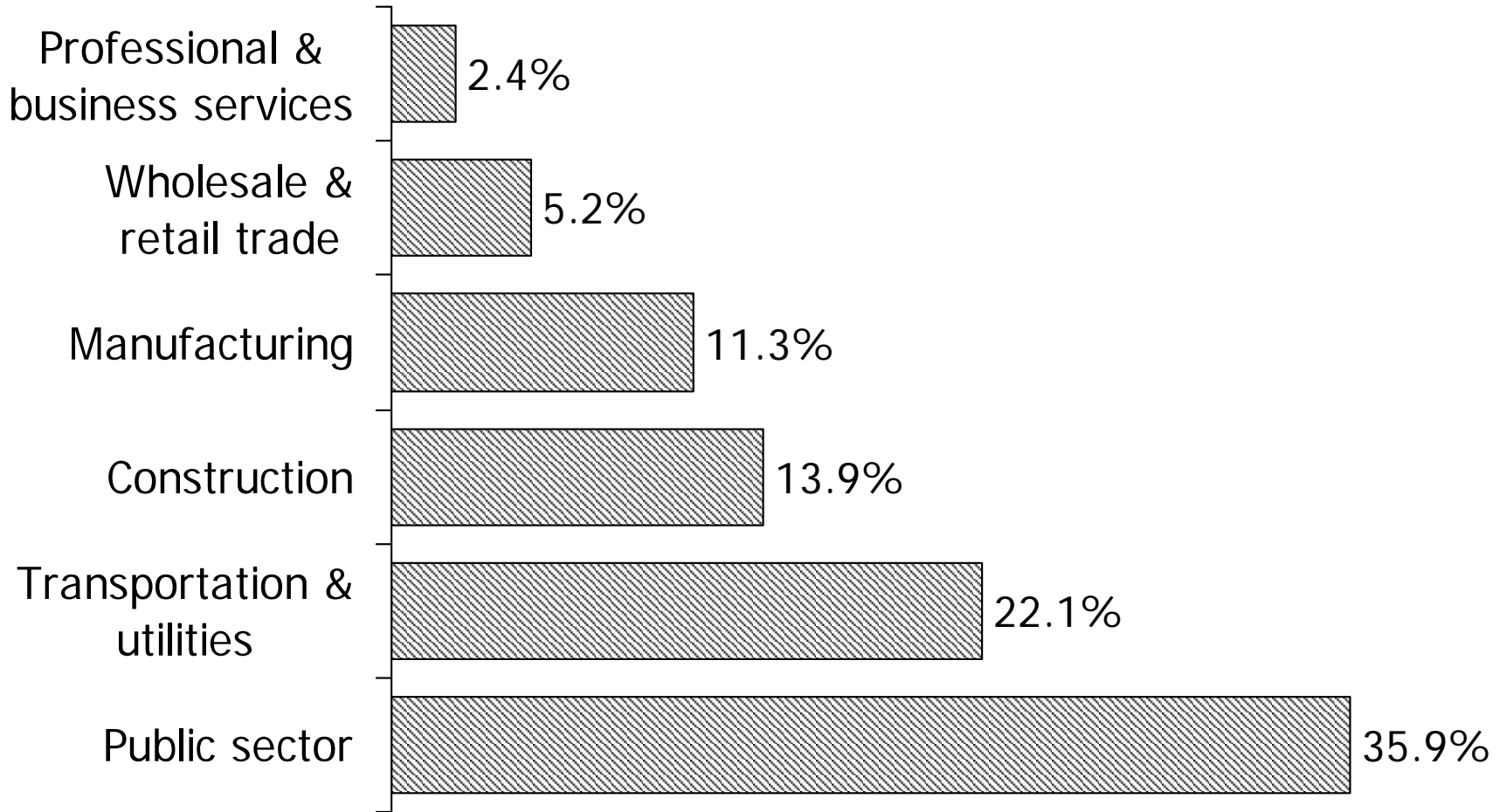


*Source: Bureau of Labor Statistics.*

# 2007 Union Membership\* by Selected Characteristics

*Percent of Total Employed*

By Selected Industry



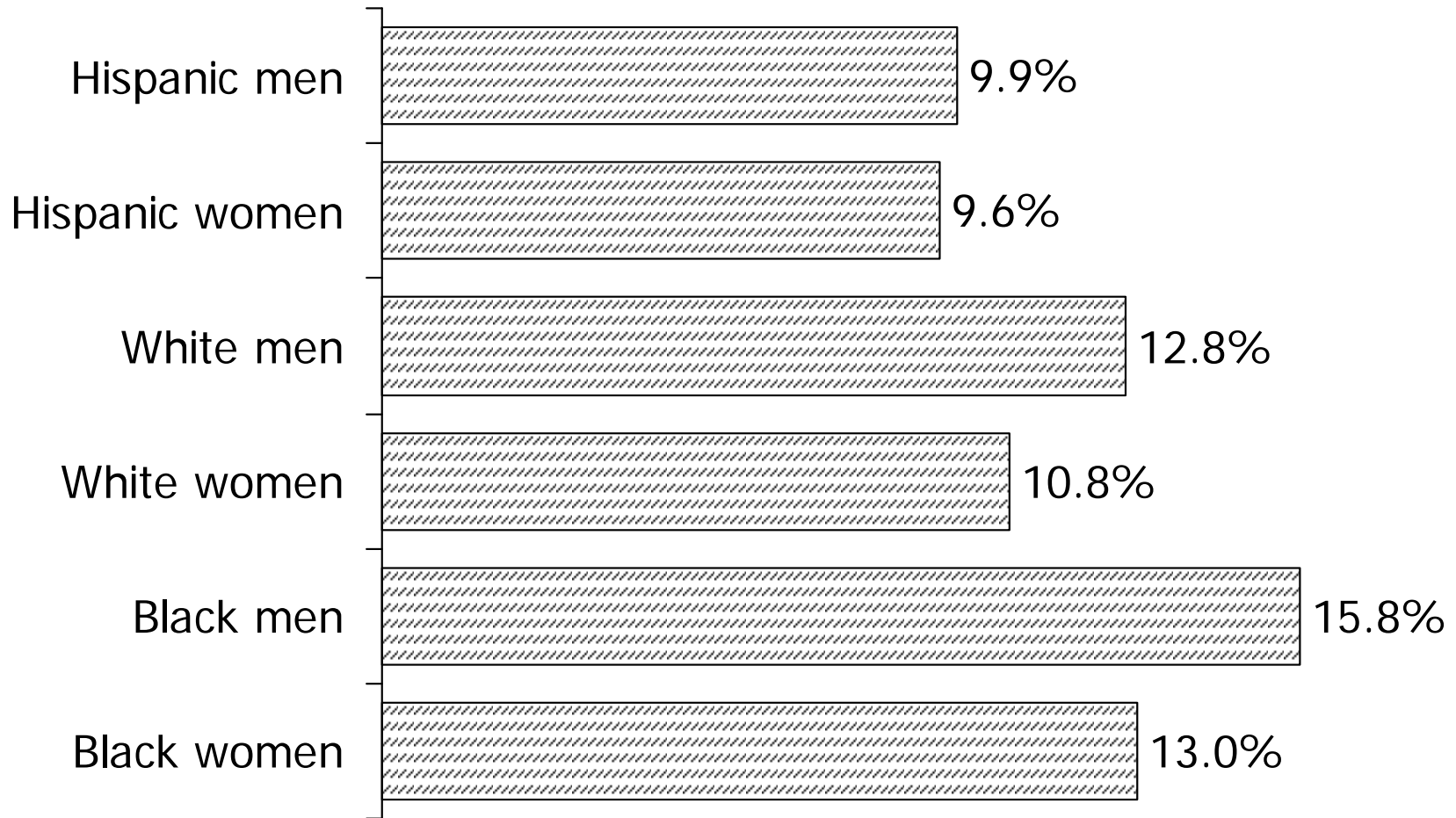
*\*Members of a labor union or an employee association similar to a labor union.*

Source: Bureau of Labor Statistics.

# 2007 Union Membership\* by Selected Characteristics

*Percent of Total Employed*

By Sex, Race and Hispanic Origin

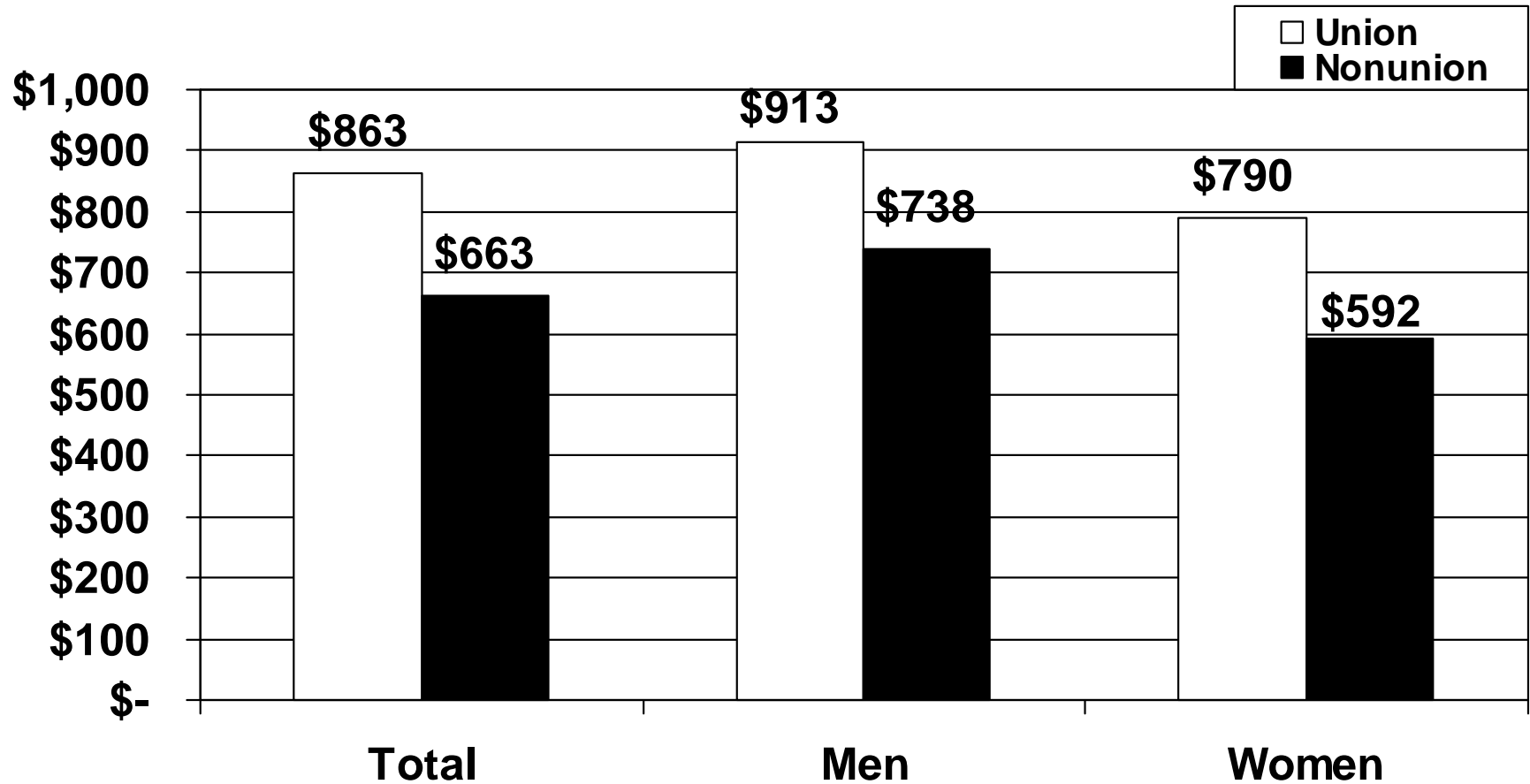


*\*Members of a labor union or an employee association similar to a labor union.*

Source: Bureau of Labor Statistics.

# UNION WORKERS EARN MORE

Median Weekly Earnings  
All U.S. Full-Time Wage and Salary Workers, 2007



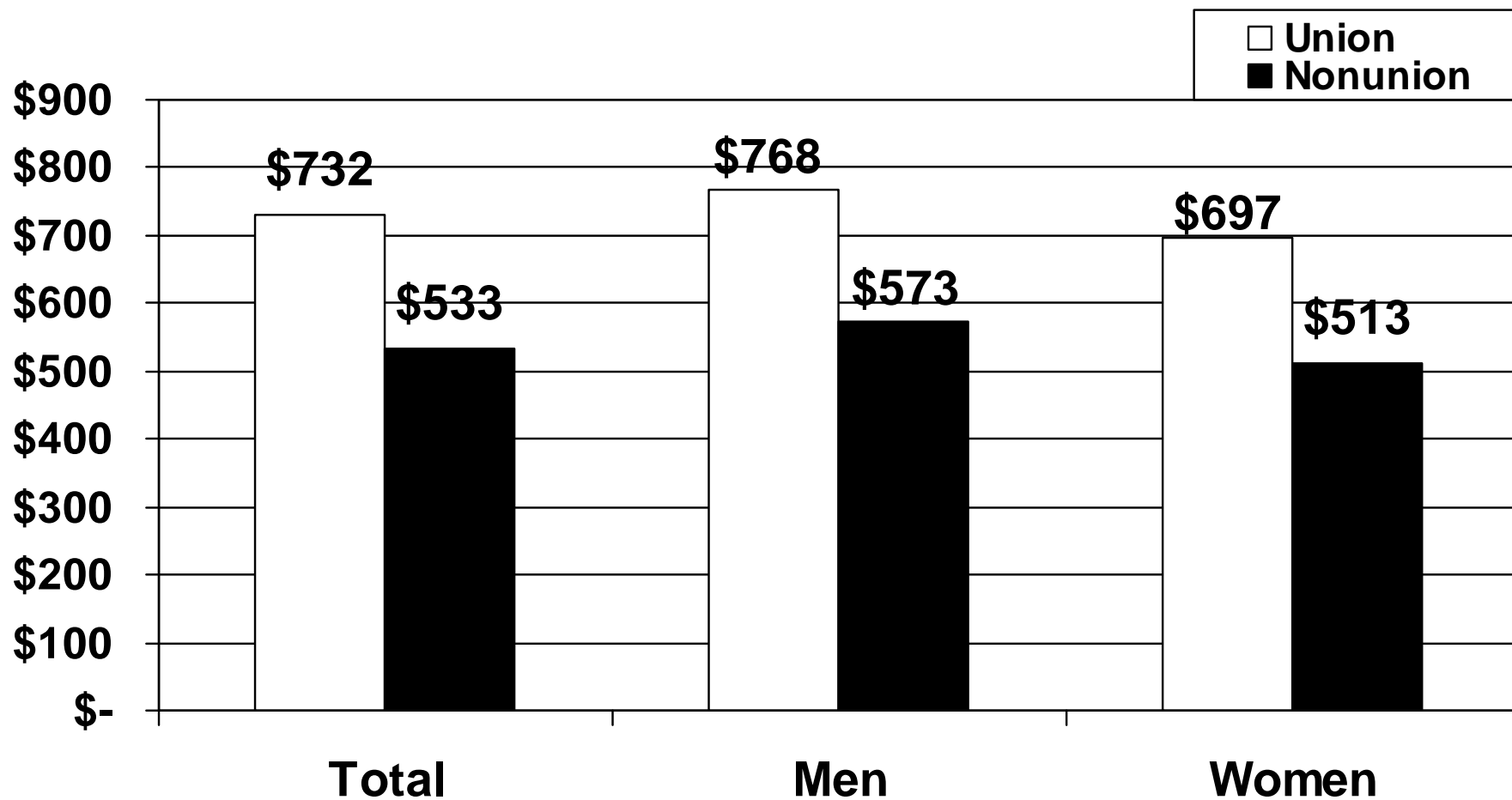
Source: U.S. Department of Labor, Bureau of Labor Statistics,  
*Union Members in 2007*, January 2008.

# UNION WORKERS EARN MORE

## Median Weekly Earnings

### U.S. Full-Time Wage and Salary Workers, 2007

(African Americans)



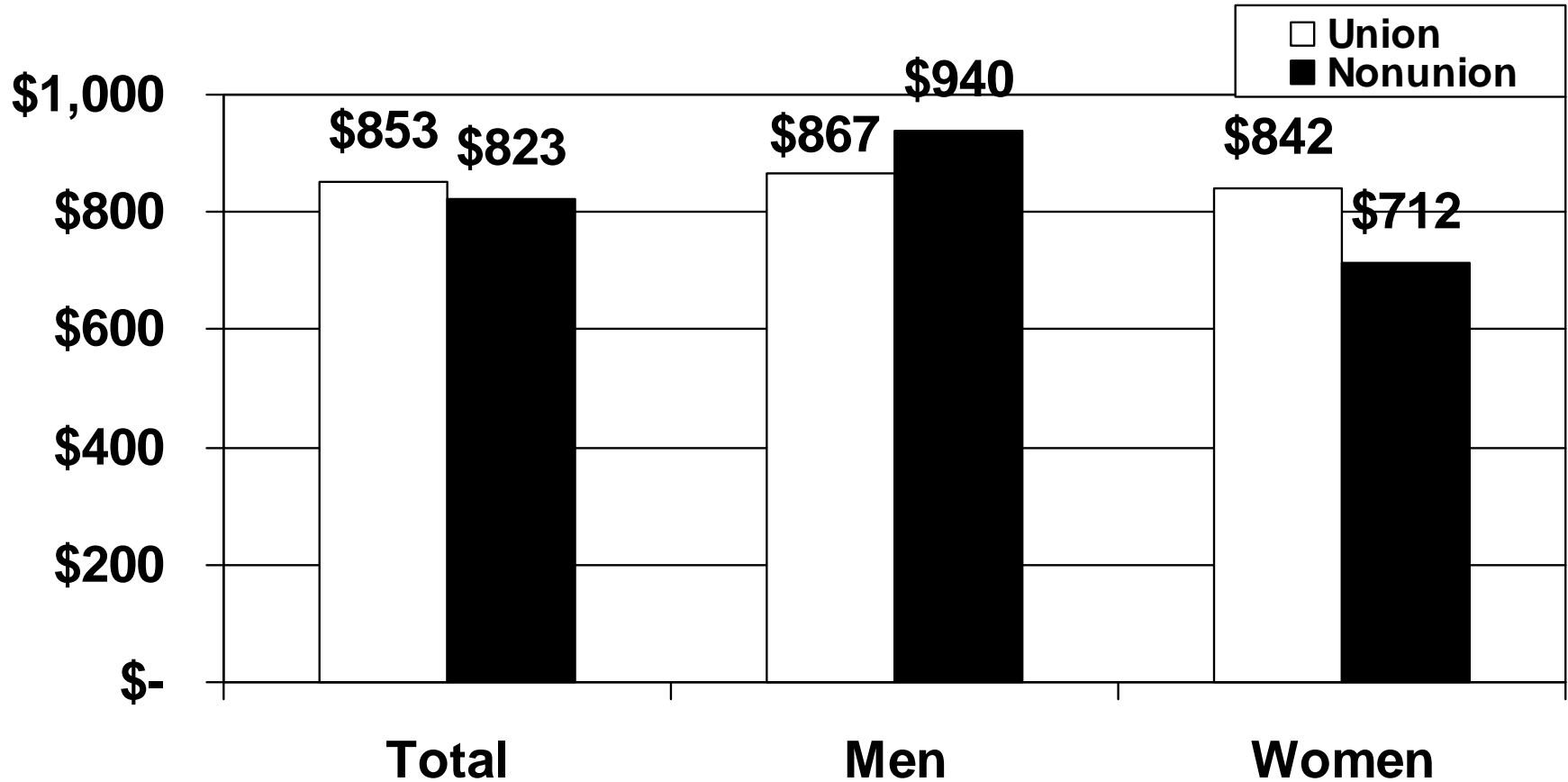
Source: U.S. Department of Labor, Bureau of Labor Statistics,  
*Union Members in 2007*, January 2008.

# UNION WORKERS EARN MORE

## Median Weekly Earnings

### U.S. Full-Time Wage and Salary Workers, 2007

#### (Asians)



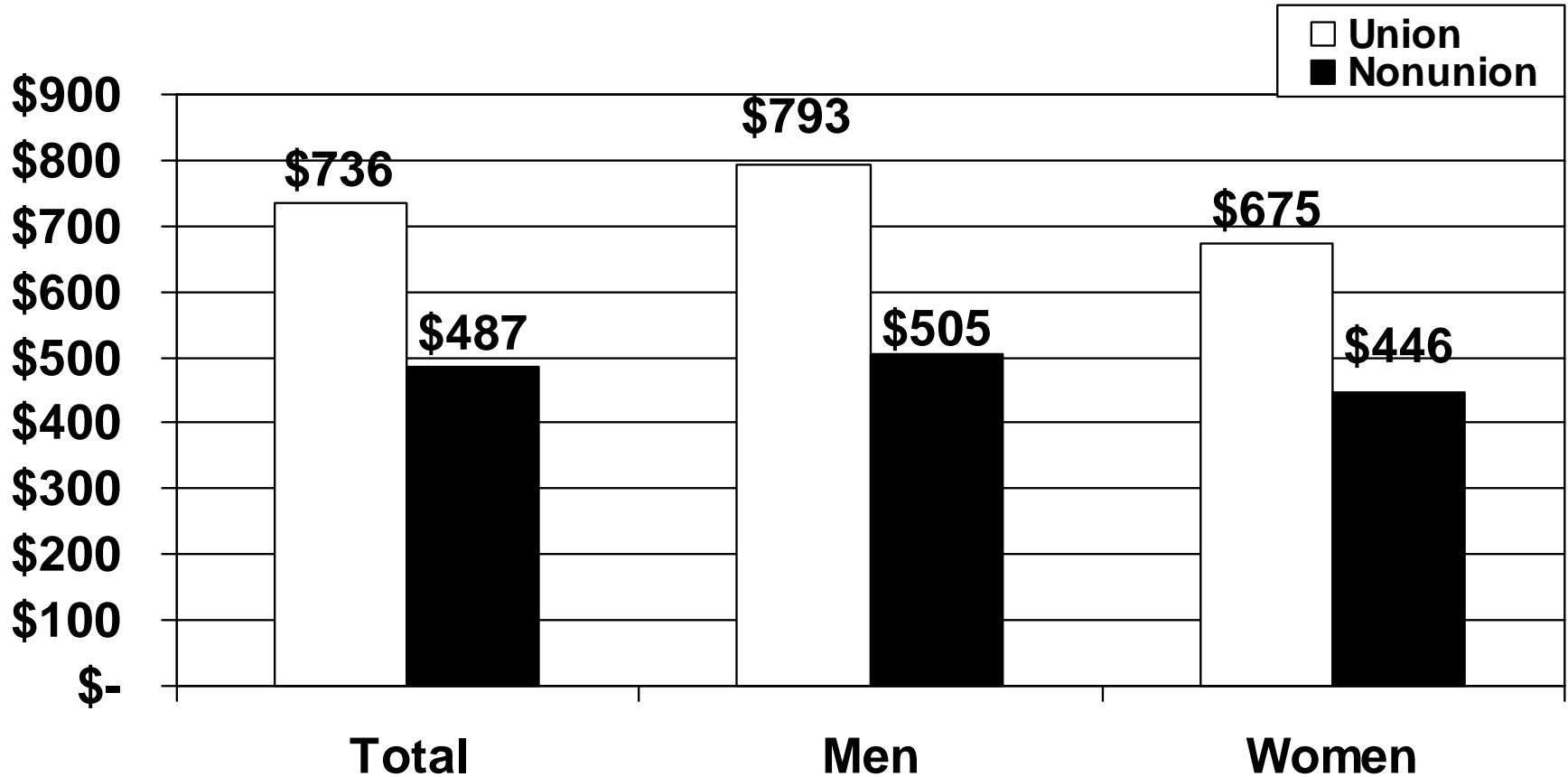
Source: U.S. Department of Labor, Bureau of Labor Statistics, *Union Members in 2007*, January 2008.

# UNION WORKERS EARN MORE

## Median Weekly Earnings

### U.S. Full-Time Wage and Salary Workers, 2007

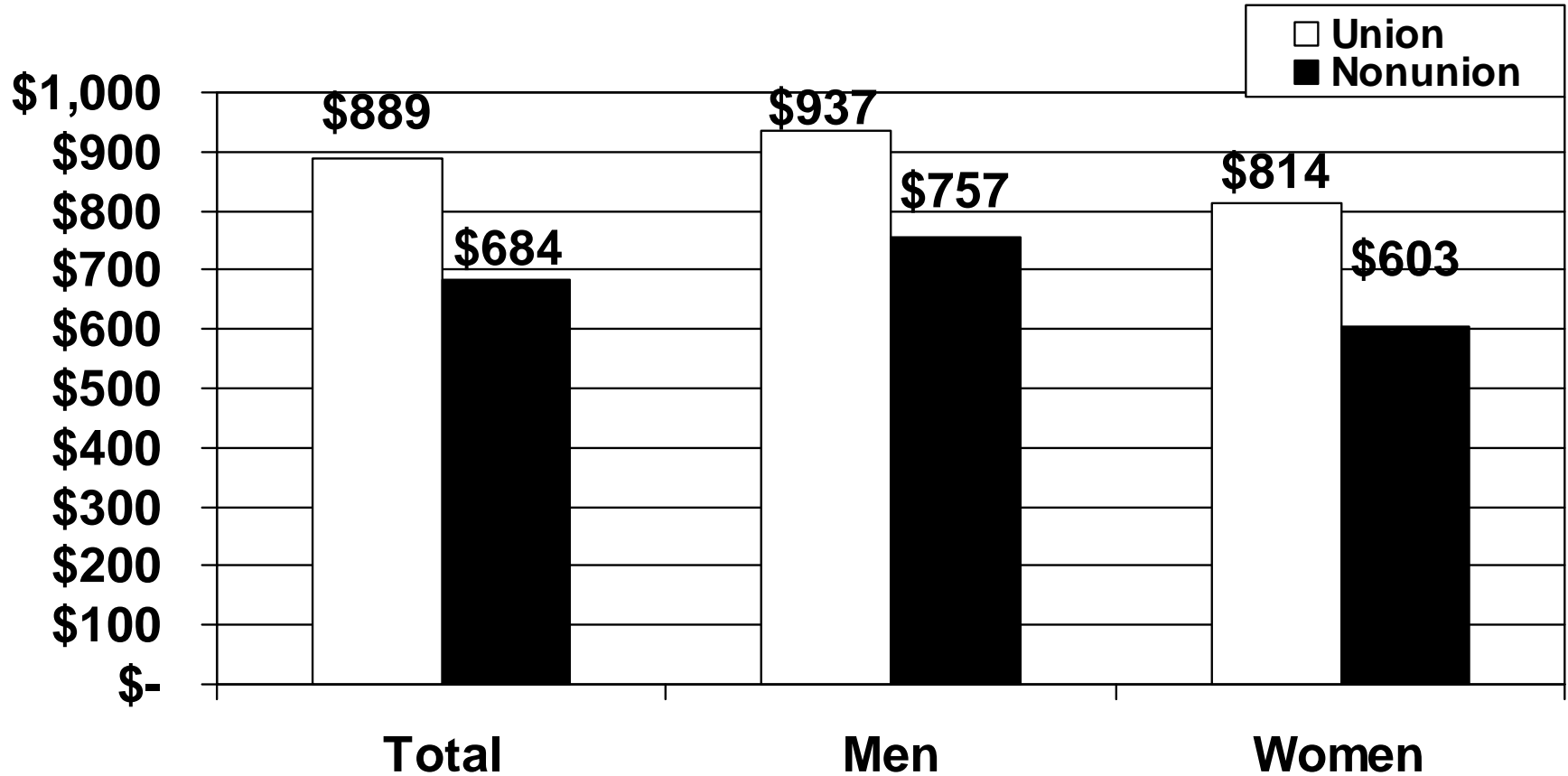
#### (Latinos)



Source: U.S. Department of Labor, Bureau of Labor Statistics, *Union Members in 2007*, January 2008.

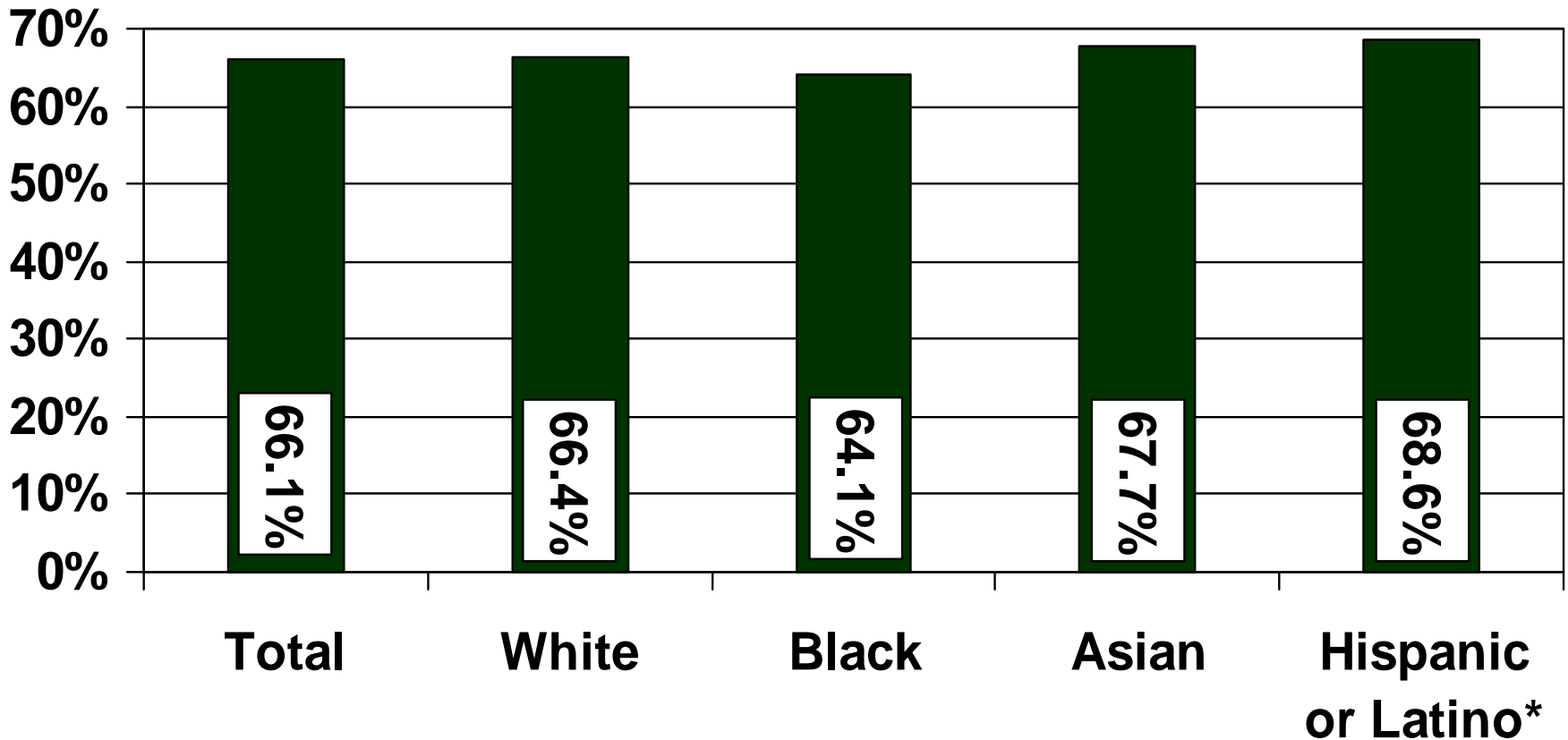
# UNION WORKERS EARN MORE

Median Weekly Earnings  
U.S. Full-Time Wage and Salary Workers, 2007  
(Whites)



Source: U.S. Department of Labor, Bureau of Labor Statistics,  
*Union Members in 2007*, January 2008.

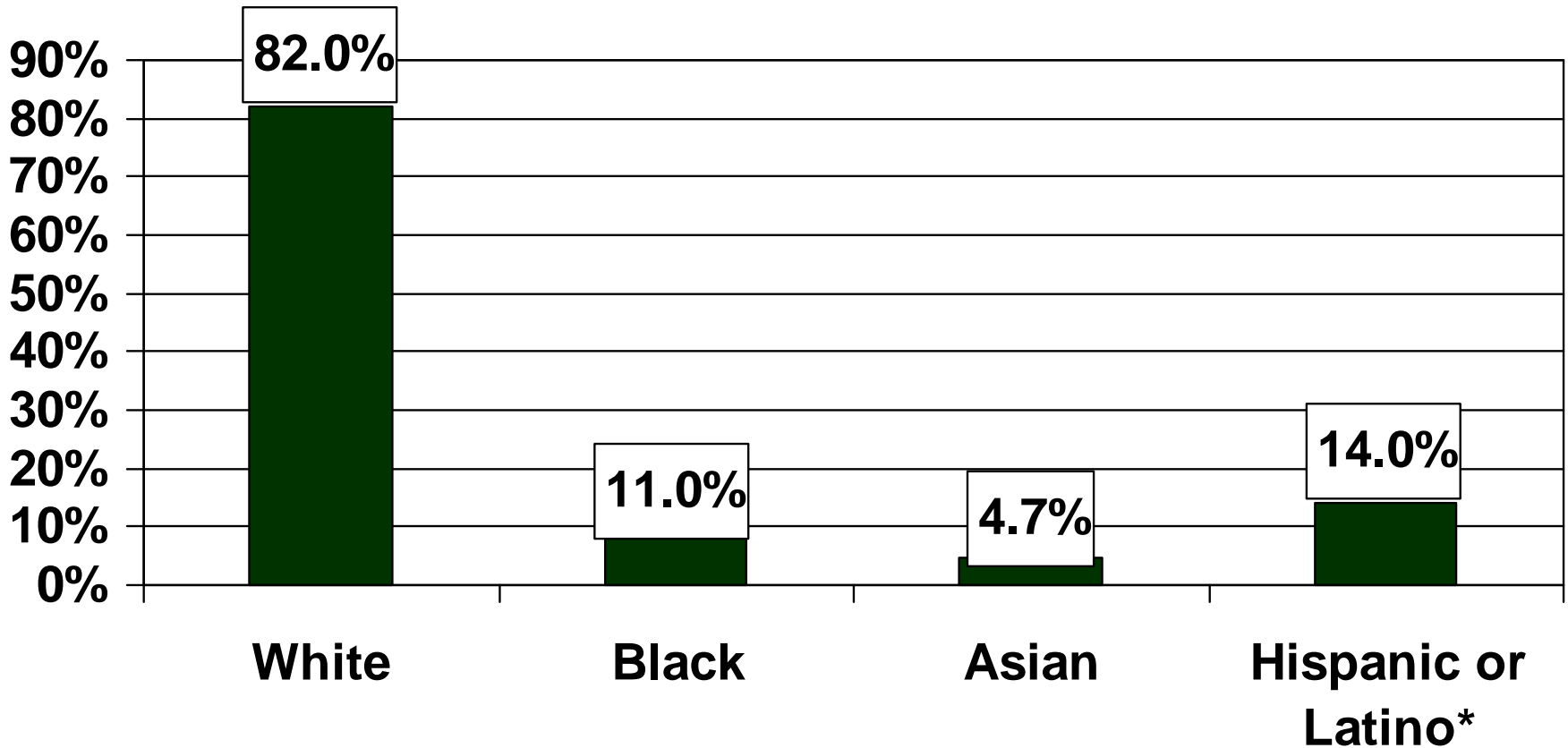
# U.S. LABOR FORCE PARTICIPATION RATES - 2007



\* Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

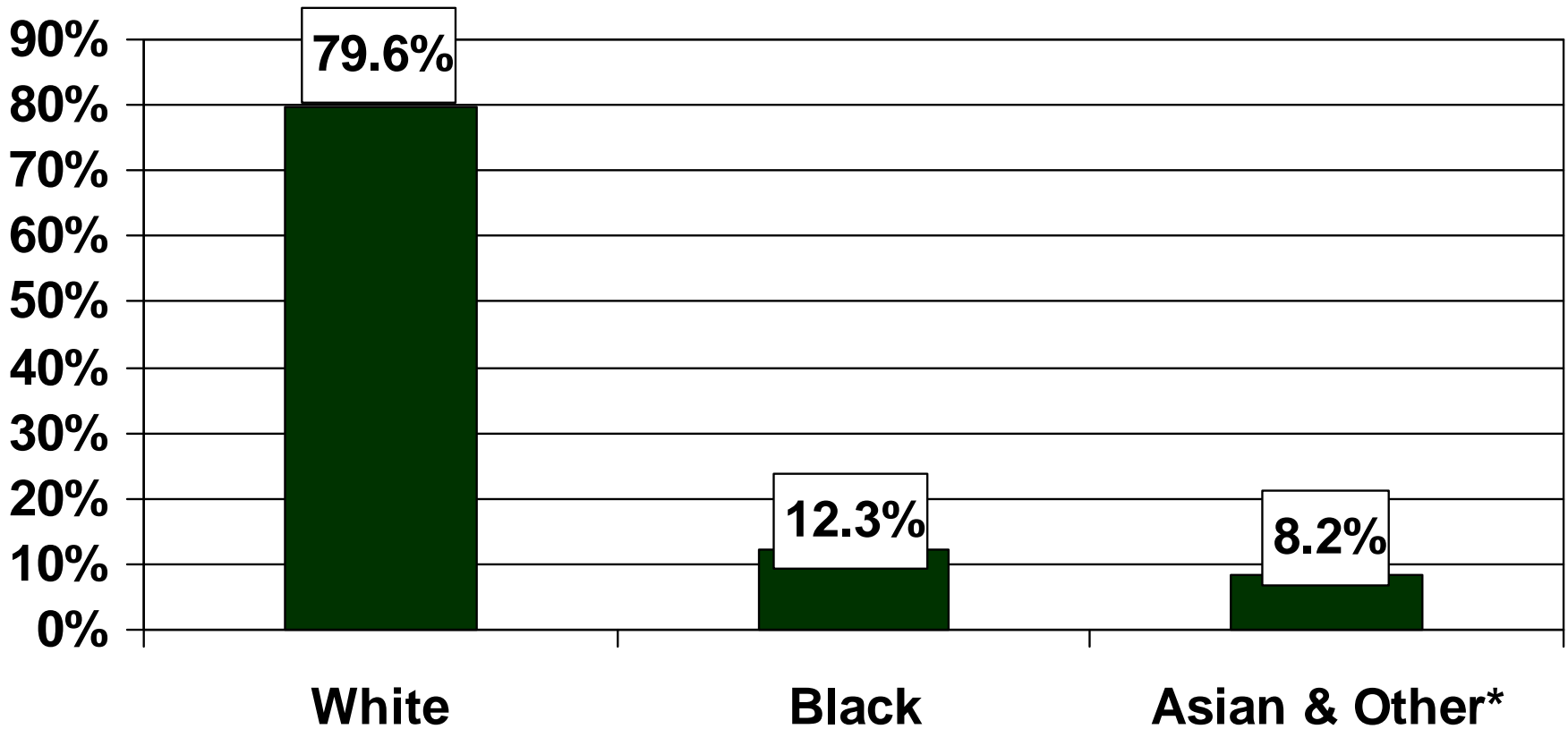
# COMPOSITION OF U.S. LABOR FORCE 2007



\* Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Household Data: Annual Averages*, January 2008.

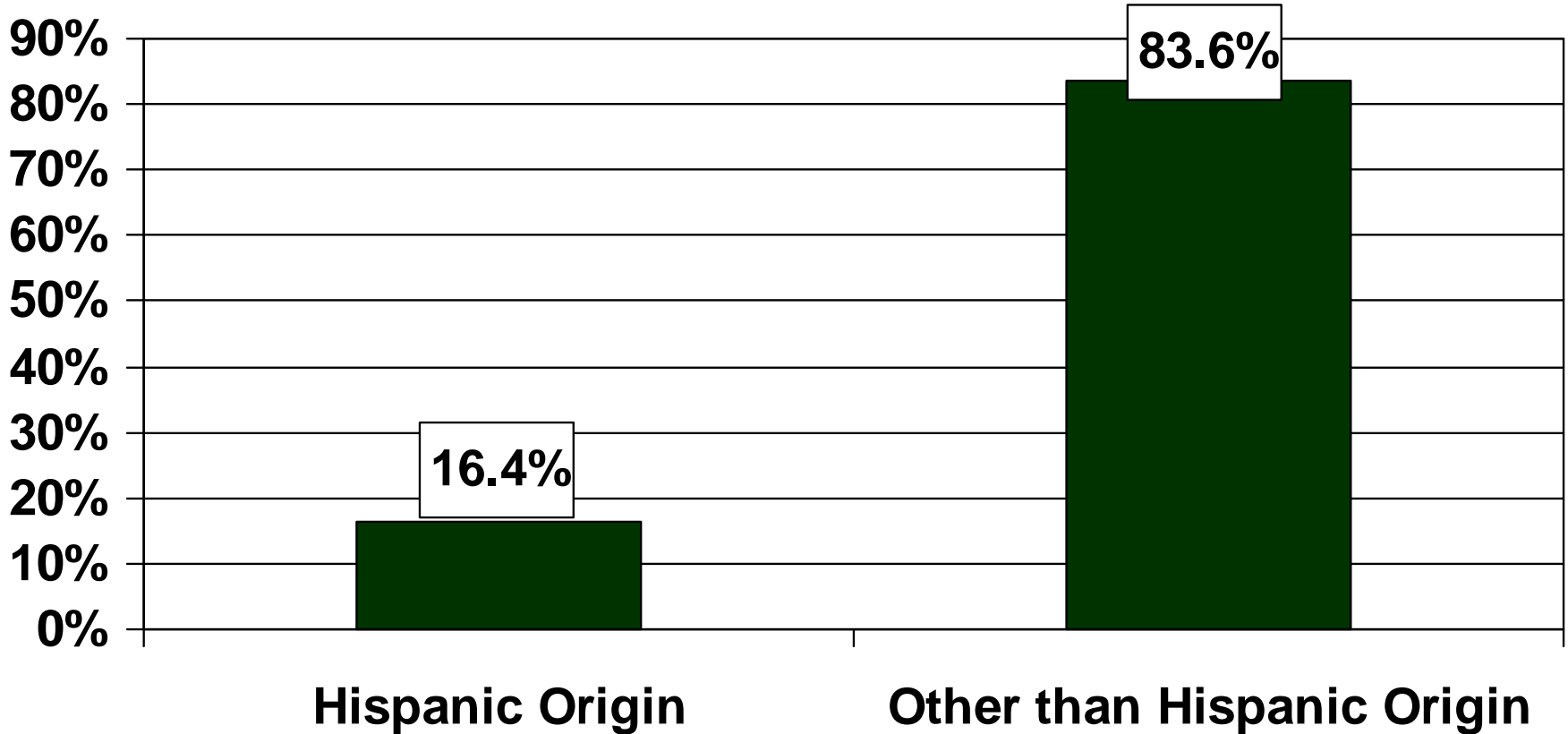
# PROJECTED COMPOSITION OF U.S. LABOR FORCE BY RACE - 2016



\* The “Asian & Other” group includes (1) Asians and Pacific Islanders and (2) American Indians and Alaska Natives.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections.

# PROJECTED COMPOSITION OF U.S. LABOR FORCE BY ETHNICITY - 2016



Source: U.S. Department of Labor, Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections.

## Median Weekly Earnings for U.S. Women Workers

(full time wage and salary workers, 16 years of age and older)

in current dollars

YEAR	All Women Workers	All Union Women Workers	All Nonunion Women Workers	Union vs. Nonunion Wage Advantage	Union Wage Advantage
2007	\$614	\$790	\$592	\$198	33%
2006	\$600	\$758	\$579	\$179	31%
2005	\$585	\$731	\$559	\$172	31%
2004	\$573	\$723	\$541	\$182	34%
2003	\$552	\$696	\$523	\$173	33%
2002	\$529	\$666	\$509	\$157	31%
2001	\$511	\$643	\$494	\$149	30%
2000	\$491	\$616	\$472	\$144	31%
1999	\$473	\$608	\$449	\$159	35%
1998	\$456	\$596	\$430	\$166	39%
1997	\$431	\$577	\$411	\$166	40%
1996	\$418	\$549	\$398	\$151	38%

Sources: Bureau of Labor Statistics, *Employment and Earnings* (January Issue), 1998-2004.

Bureau of Labor Statistics, *Union Members in 2005*, January 2006.

Bureau of Labor Statistics, *Union Members in 2007*, January 2008.

**Median Weekly Earnings for Black Women Workers in the U.S.**  
 (full time wage and salary workers, 16 years of age and older)  
 in current dollars

<b>YEAR</b>	<b>All Women Workers</b>	<b>All Union Women Workers</b>	<b>All Nonunion Women Workers</b>	<b>Union vs. Nonunion Wage Advantage</b>	<b>Union Wage Advantage</b>
<b>2007</b>	<b>\$533</b>	<b>\$697</b>	<b>\$513</b>	<b>\$184</b>	<b>36%</b>
<b>2006</b>	<b>\$519</b>	<b>\$665</b>	<b>\$502</b>	<b>\$163</b>	<b>32%</b>
<b>2005</b>	<b>\$499</b>	<b>\$632</b>	<b>\$478</b>	<b>\$154</b>	<b>32%</b>
<b>2004</b>	<b>\$505</b>	<b>\$629</b>	<b>\$490</b>	<b>\$139</b>	<b>28%</b>
<b>2003</b>	<b>\$552</b>	<b>\$696</b>	<b>\$523</b>	<b>\$173</b>	<b>33%</b>
<b>2002</b>	<b>\$529</b>	<b>\$666</b>	<b>\$509</b>	<b>\$157</b>	<b>31%</b>
<b>2001</b>	<b>\$511</b>	<b>\$643</b>	<b>\$494</b>	<b>\$149</b>	<b>30%</b>
<b>2000</b>	<b>\$491</b>	<b>\$616</b>	<b>\$472</b>	<b>\$144</b>	<b>31%</b>
<b>1999</b>	<b>\$473</b>	<b>\$608</b>	<b>\$449</b>	<b>\$159</b>	<b>35%</b>
<b>1998</b>	<b>\$456</b>	<b>\$596</b>	<b>\$430</b>	<b>\$166</b>	<b>39%</b>
<b>1997</b>	<b>\$431</b>	<b>\$577</b>	<b>\$411</b>	<b>\$166</b>	<b>40%</b>
<b>1996</b>	<b>\$418</b>	<b>\$549</b>	<b>\$398</b>	<b>\$151</b>	<b>38%</b>

Sources: Bureau of Labor Statistics, *Employment and Earnings* (January Issue), 1998-2004.  
 Bureau of Labor Statistics, *Union Members in 2005*, January 2006.  
 Bureau of Labor Statistics, *Union Members in 2007*, January 2008.

**Median Weekly Earnings for Hispanic Women Workers in the U.S.**  
 (full time wage and salary workers, 16 years of age and older)  
 in current dollars

YEAR	All Women Workers	All Union Women Workers	All Nonunion Women Workers	Union vs. Nonunion Wage Advantage	Union Wage Advantage
2007	\$473	\$675	\$446	\$229	51%
2006	\$440	\$607	\$420	\$187	45%
2005	\$429	\$609	\$414	\$195	47%
2004	\$419	\$623	\$401	\$222	55%
2003	\$552	\$696	\$523	\$173	33%
2002	\$529	\$666	\$509	\$157	31%
2001	\$511	\$643	\$494	\$149	30%
2000	\$491	\$616	\$472	\$144	31%
1999	\$473	\$608	\$449	\$159	35%
1998	\$456	\$596	\$430	\$166	39%
1997	\$431	\$577	\$411	\$166	40%
1996	\$418	\$549	\$398	\$151	38%

Sources: Bureau of Labor Statistics, *Employment and Earnings* (January Issue), 1998-2004.  
 Bureau of Labor Statistics, *Union Members in 2005*, January 2006.  
 Bureau of Labor Statistics, *Union Members in 2007*, January 2008.

**Median Weekly Earnings for White Women Workers in the U.S.**  
 (full time wage and salary workers, 16 years of age and older)  
 in current dollars

YEAR	All Women Workers	All Union Women Workers	All Nonunion Women Workers	Union vs. Nonunion Wage Advantage	Union Wage Advantage
2007	\$626	\$814	\$603	\$211	35%
2006	\$609	\$777	\$588	\$189	32%
2005	\$596	\$749	\$576	\$173	30%
2004	\$584	\$738	\$557	\$181	32%
2003	\$552	\$696	\$523	\$173	33%
2002	\$529	\$666	\$509	\$157	31%
2001	\$511	\$643	\$494	\$149	30%
2000	\$491	\$616	\$472	\$144	31%
1999	\$473	\$608	\$449	\$159	35%
1998	\$456	\$596	\$430	\$166	39%
1997	\$431	\$577	\$411	\$166	40%
1996	\$418	\$549	\$398	\$151	38%

Sources: Bureau of Labor Statistics, *Employment and Earnings* (January Issue), 1998-2004.  
 Bureau of Labor Statistics, *Union Members in 2005*, January 2006.  
 Bureau of Labor Statistics, *Union Members in 2007*, January 2008.

## Nontraditional Occupations\* in Which Women Constitute 25 Percent Or Less of the Total Employed 2007

Occupation	Total Employed – Both Sexes (Thousands)	Percent Female
Dishwashers	281	24.8%
Architects, except naval	240	24.7%
Computer programmers	526	24.7%
Announcers	51	24.4%
Cutting workers	94	24.4%
Detectives and criminal investigators	135	23.2%
Security guards and gaming surveillance officers	891	23.2%
Farm, ranch, and other agricultural managers	204	22.5%
Engineer technicians, except drafters	420	22.4%
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	118	21.6%
Chemical engineer	75	21.2%
Computer software engineers	907	20.8%
Chefs and head cooks	345	20.6%
Drafters	187	20.6%
Supervisors, transportation and material moving workers	225	20.3%
First-line supervisors/managers of production and operating workers	941	19.4%
Miscellaneous agricultural workers	683	19.3%
Laborers and freight, stock, and material movers	1,877	18.6%
Molders and molding machine setters, operators, and tenders, metal and plastic	75	18.1%
Coin, vending, and amusement machine servicers and repairers	61	17.6%
Industrial engineers, including health and safety	161	17.5%
Parts salespersons	132	17.4%
Printing machine operators	222	17.2%
Transportation, storage, and distribution managers	260	17.2%
Chiropractors	62	16.8%
Industrial production managers	264	16.7%
Baggage porters. Bellhops and concierges	60	16.7%
Taxi drivers and chauffeurs	333	15.4%
Cost estimators	115	15.4%
Parking lot attendants	90	15.4%
Couriers and messengers	254	15.1%
Clergy	422	15.1%

Upholsterers	53	14.9%
Radio and telecommunications equipment installers and repairers	203	14.8%
Network and computer systems administrators	214	14.7%
First-line supervisors/managers of police and detectives	116	14.5%
Police and sheriff's patrol officers	669	13.7%
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal & plastic	55	13.2%
Cleaners of vehicles and equipment	326	13.0%
Precision instrument and equipment repairers	58	12.6%
Crushing, grinding, polishing, mixing, and blending workers	118	12.5%
Broadcast and sound engineering technicians and radio operators	89	11.6%
Civil engineers	382	11.5%
Painting workers	193	11.0%
Computer, automated teller, and office machine repairers	318	10.6%
Aerospace engineers	123	10.5%
Surveying and mapping technicians	92	10.5%
Engineers, all others	349	10.0%
Construction and building inspectors	107	10.0%
Computer hardware engineers	79	9.6%
First-line supervisors/managers of fire fighting and prevention workers	56	9.2%
Sawing machine setters, operators, and tenders, wood	52	9.1%
Computer control programmers and operators	55	8.7%
Electrical and electronics engineers	347	8.6%
Other installation, maintenance, and repair workers	198	8.5%
Construction managers	1,176	8.1%
Engineering managers	114	8.0%
Telecommunications line installers and repairers	227	7.5%
Mechanical engineers	296	7.3%
Service station attendants	90	7.0%
Painters, construction and maintenance	714	6.9%
Cabinetmakers and bench carpenters	91	6.5%
Refuse and recyclable material collectors	79	6.4%
Water and liquid waste treatment plant and system operators	72	6.2%
Grounds maintenance workers	1,332	5.9%
Industrial truck and tractor operators	571	5.9%
First-line supervisors/managers of landscaping, lawn service, and grounds keeping workers	234	5.9%
Railroad conductors and yardmasters	53	5.9%

Welding, soldering, and brazing workers	577	5.6%
Motor vehicle operators, all others	74	5.5%
Locomotive engineers and operators	52	5.5%
First-line supervisors/managers of mechanics, installers and repairers	330	5.4%
Driver/sales workers and truck drivers	3,460	5.3%
Fire fighters	288	5.3%
Machinists	422	5.2%
Home appliance repairers	51	4.4%
Aircraft pilots and flight engineers	123	4.2%
Helpers, construction trades	117	4.2%
Pest control workers	77	4.0%
Other extraction workers	50	4.0%
Sheet metal workers	143	3.7%
Drywall installers, ceiling tile installers, and tapers	232	3.6%
First-line supervisors/managers of construction trades and extraction workers	918	3.2%
Industrial and refractory machinery mechanics	426	3.2%
Maintenance and repair workers, general	488	3.1%
Construction laborers	1,771	2.7%
Operating engineers and other construction equipment	411	2.7%
Small engine mechanics	68	2.5%
Cement masons, concrete finishers, and terrazzo workers	112	2.2%
Miscellaneous vehicle and mobile equipment mechanics, installers and repairers	88	2.2%
Dredge, excavating, and loading machine operators	61	2.2%
Aircraft mechanics and service technicians	126	2.1%
Tool and die makers	80	2.0%
Carpenters	1,824	1.9%
Insulation workers	52	1.9%
Electricians	912	1.7%
Operating engineers and other construction equipment operators	451	1.7%
Automotive body and related repairers	155	1.6%
Pipelayers, plumbers, pipefitters, and steamfitters	697	1.5%
Logging workers	88	1.5%
Electrical power-line installers and repairers	103	1.4%
Heavy vehicle and mobile equipment service technicians and mechanics	226	1.3%
Stationary engineers and boiler operators	95	1.3%
Brickmasons, blockmasons, and stonemasons	233	1.2%
Bus and truck mechanics and diesel engine specialists	365	1.1%

Heating, air conditioning, refrigeration mechanics and installers	403	0.9%
Roofers	269	0.9%
Millwrights	75	0.9%
Automotive service technicians and mechanics	879	0.7%
Maintenance workers, machinery	55	0.7%
Crane and tower operators	61	0.6%
Plasterers and stucco workers	82	0.6%
Highway maintenance workers	109	0.5%
Security and fire alarm systems installers	64	0.4%
Structural iron and steel workers	88	0.4%
Electronic home entertainment equipment installers and repairers	62	0.3%

\*Occupations with 50,000 or more employed.

Source: U.S. Department of Labor, Women's Bureau, *Nontraditional Occupations for Women in 2007*, May 2008.

**Occupations\* in Which Women Constitute 75 Percent  
Or More of the Total Employed  
2007**

<b>Occupation</b>	<b>Total Employed – Both Sexes (Thousands)</b>	<b>Percent Female</b>
Dental hygienists	156	99.2%
Speech-language pathologists	122	98.0%
Preschool and kindergarten teachers	667	97.3%
Secretaries and administrative assistants	3,401	96.7%
Dental assistants	275	96.3%
Child care workers	1,341	94.6%
Licensed practical and licensed vocational nurses	533	93.2%
Medical records and health information technicians	83	93.0%
Receptionists and information clerks	1,441	93.0%
Hairdressers, hairstylists and cosmetologists	778	92.9%
Registered nurses	2,629	91.7%
Teacher assistants	974	91.5%
Medical assistants and other healthcare support occupations	781	90.6%
Bookkeeping, accounting, and auditing clerks	1,490	90.3%
Word processors and typists	214	89.6%
Billing and posting clerks and machine operators	442	89.5%
Switchboard operators, including answering service	50	89.4%
Health support occupations	3,138	89.2%
Maids and housekeeping cleaners	1,427	89.2%
Payroll and timekeeping clerks	181	89.1%
Massage therapists	134	89.1%
Information and record clerks, all other	101	88.9%
Paralegals and legal assistants	347	88.4%
Nursing, psychiatric and home health aides	1,879	88.3%
Personal and home care aides	766	88.2%
Dietitians and nutritionists	100	87.6%
Tellers	472	87.5%
Insurance claims and policy processing clerks	283	87.0%
Hosts and hostesses, restaurant, lounge, and coffee shop	284	85.8%
Occupational therapists	79	85.6%
Office clerks, general	1,097	85.3%
Miscellaneous personal appearance workers	223	84.9%

Library assistants, clerical	113	84.2%
Models, demonstrators, and product promoters	75	83.4%
Librarians	215	83.2%
File clerks	403	82.0%
Social workers	673	82.0%
Sewing machine operators	265	81.6%
Interviewers, except eligibility and loan	141	81.5%
Special education teachers	363	81.5%
Elementary and middle school teachers	2,943	80.9%
Court, municipal, and license clerks	99	80.7%
Loan interviewers and clerks	155	80.4%
Eligibility interviewers, government programs	68	79.6%
Personal care and service occupations	4,760	79.3%
Data entry keyers	449	78.6%
Health diagnosing and treating practitioner support technicians	462	78.0%
Nonfarm animal caretakers	140	78.0%
Miscellaneous legal support workers	253	77.5%
Therapists, all other	123	76.5%
Transportation attendants	148	75.9%
Clinical laboratory technologists and technicians	332	75.9%
Office and administrative support workers, all other	603	75.9%
Cashiers	3,022	75.6%
Travel agents	111	75.3%
Tailors, dressmakers, and sewers	90	75.3%

\*Occupations with 50,000 or more employed.

Source: U.S. Department of Labor, Women's Bureau, *Nontraditional Occupations for Women in 2007*, May 2008.

The U.S. Equal Employment Opportunity Commission

## Charge Statistics FY 1997 Through FY 2007

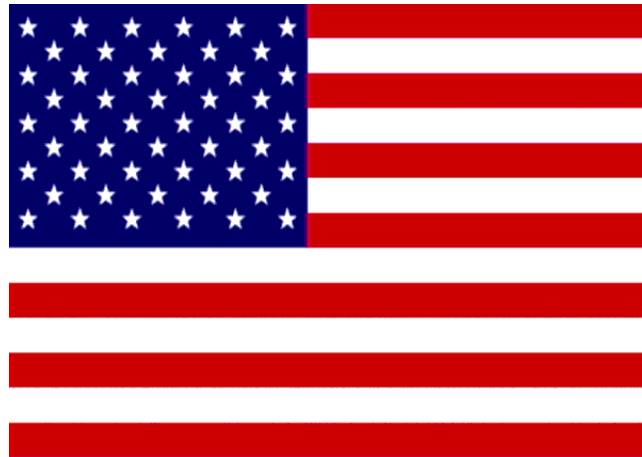
The number for total charges reflects the number of individual charge filings. Because individuals often file charges claiming multiple types of discrimination, the number of total charges for any given fiscal year will be less than the total of the eight types of discrimination listed.

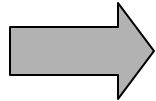
The data are compiled by the Office of Research, Information and Planning from data reported via the quarterly reconciled Data Summary Reports and compiled from EEOC's Charge Data System and, from FY 2004 forward, EEOC's Integrated Mission System.

	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
<b>Total Charges</b>	80,680	79,591	77,444	79,896	80,840	84,442	81,293	79,432	75,428	75,768	82,792
<b>Race</b>	29,199	28,820	28,819	28,945	28,912	29,910	28,526	27,696	26,740	27,238	30,510
	36.2%	36.2%	37.3%	36.2%	35.8%	35.4%	35.1%	34.9%	35.5%	35.9%	37.0%
<b>Sex</b>	24,728	24,454	23,907	25,194	25,140	25,536	24,362	24,249	23,094	23,247	24,826
	30.7%	30.7%	30.9%	31.5%	31.1%	30.2%	30.0%	30.5%	30.6%	30.7%	30.1%
<b>National Origin</b>	6,712	6,778	7,108	7,792	8,025	9,046	8,450	8,361	8,035	8,327	9,396
	8.3%	8.5%	9.2%	9.8%	9.9%	10.7%	10.4%	10.5%	10.7%	11.0%	11.4%
<b>Religion</b>	1,709	1,786	1,811	1,939	2,127	2,572	2,532	2,466	2,340	2,541	2,880
	2.1%	2.2%	2.3%	2.4%	2.6%	3.0%	3.1%	3.1%	3.1%	3.4%	3.5%
<b>Retaliation - All Statutes</b>	18,198	19,114	19,694	21,613	22,257	22,768	22,690	22,740	22,278	22,555	26,663
	22.6%	24.0%	25.4%	27.1%	27.5%	27.0%	27.9%	28.6%	29.5%	29.8%	32.3%
<b>Retaliation - Title VII only</b>	16,394	17,246	17,883	19,753	20,407	20,814	20,615	20,240	19,429	19,560	23,371
	20.3%	21.7%	23.1%	24.7%	25.2%	24.6%	25.4%	25.5%	25.8%	25.8%	28.3%
<b>Age</b>	15,785	15,191	14,141	16,008	17,405	19,921	19,124	17,837	16,585	16,548	19,103
	19.6%	19.1%	18.3%	20.0%	21.5%	23.6%	23.5%	22.5%	22.0%	21.8%	23.2%
<b>Disability</b>	18,108	17,806	17,007	15,864	16,470	15,964	15,377	15,376	14,893	15,575	17,734
	22.4%	22.4%	22.0%	19.9%	20.4%	18.9%	18.9%	19.4%	19.7%	20.6%	21.4%
<b>Equal Pay Act</b>	1,134	1,071	1,044	1,270	1,251	1,256	1,167	1,011	970	861	818
	1.4%	1.3%	1.3%	1.6%	1.5%	1.5%	1.4%	1.3%	1.3%	1.1%	1.0%

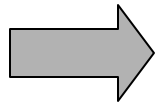
[Historical Data](#)

# Facts on Women Workers in the U.S.





Of the **120 million women** age 16 and over in the United States in 2007, **71 million** were in the labor force - working or looking for work.



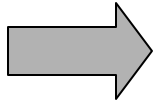
Six out of every ten women age 16 and over were labor force participants in 2007. For women between the ages of 25-54, just over three out of four were labor force participants.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

# Labor Force Participation Rates for Women, by Age Groups, 2007

Age Groups	Participation Rates
All women	59.5%
16 to 19 years	40.7%
20 to 24	69.3%
25 to 54	75.7%
25 to 34	74.6%
35 to 44	76.4%
45 to 54	76.2%
55 to 64	58.9%
65 and over	13.1%

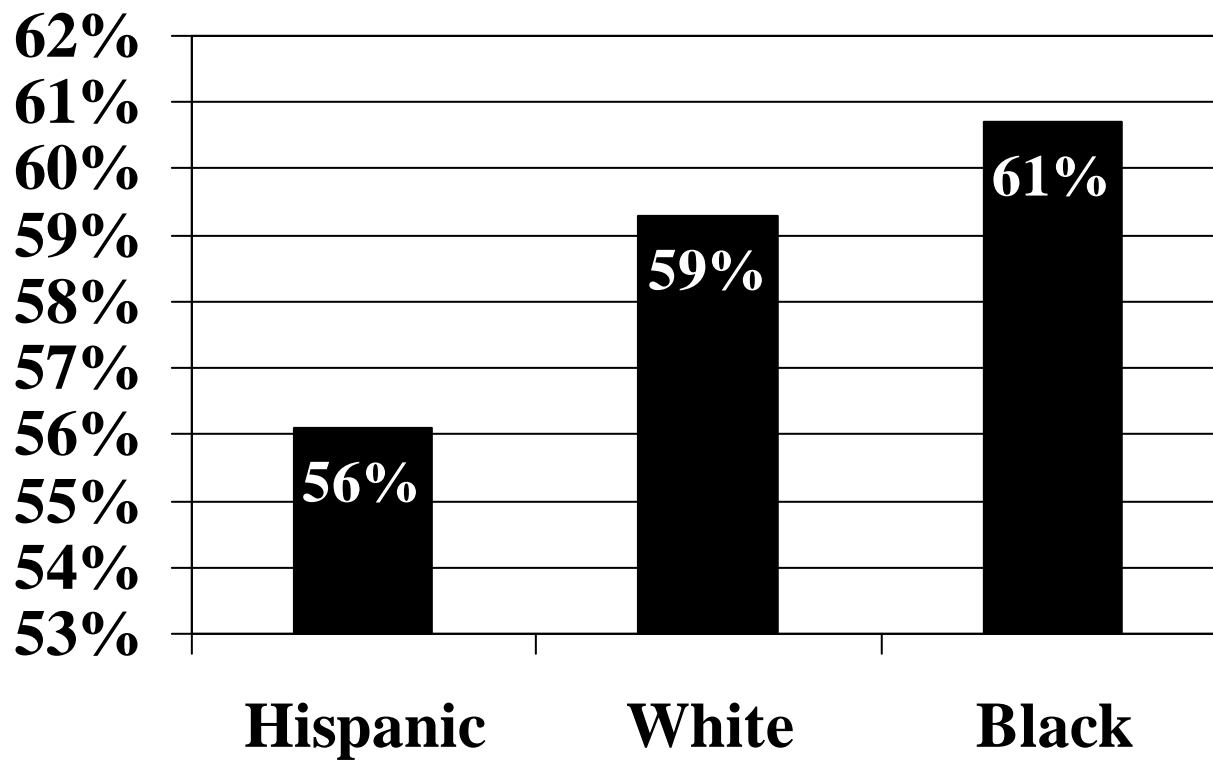
Source: U.S. Dept. of Labor, Bureau of Labor Statistics,  
*Employment & Earnings*, January 2008.



Ten years ago white and black women had virtually identical rates of participation at approximately 59 percent, while Hispanic women participated at a rate of about 53 percent. The rate of participation for white women has remained constant at 59 percent, while the rate has risen for black women to 61 percent and Hispanic women to 56 percent for 2007.

Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

## Labor Force Participation Rates for Women By Race - 2007



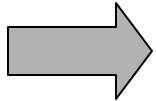
Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

## Labor Force Participation Rates for Women, by Race, Selected Years

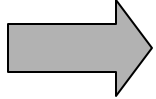
Year	Black	White	Hispanic
1975	48.8	45.9	n.a.*
1980	53.1	51.2	47.4
1985	56.5	54.1	49.4
1990	57.8	57.5	53.0
1995	59.5	59.0	52.5
2000	63.2	59.8	56.9
2003	61.9	59.2	55.9
2007	60.7	59.3	56.1

\*Not available.

Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 1986, 1991, 1996, 2001, 2004, 2008 and the *Handbook of Labor Statistics*, August 1989.

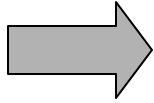


In 2005, 2.3 million women aged 65 and over were in the labor force, either full or part-time. The Social Security Administration projects this number to increase to 3 million by 2020.

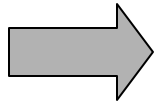


In 2006, 70.9 percent of mothers were in the labor force and 56 percent of them had children under the age of one.

Source: Business and Professional Women's Foundation, "101 Facts on the Status of Workingwomen, October 2007.



Women's share of the labor force reached ***46.5 percent*** in 2007. It is projected that this percentage will stay virtually constant through 2016.



Educational attainment is a reliable predictor of labor force participation. The higher the level of education, the lower the unemployment rate.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *An Overview of BLS Projections to 2016*, November 2007.

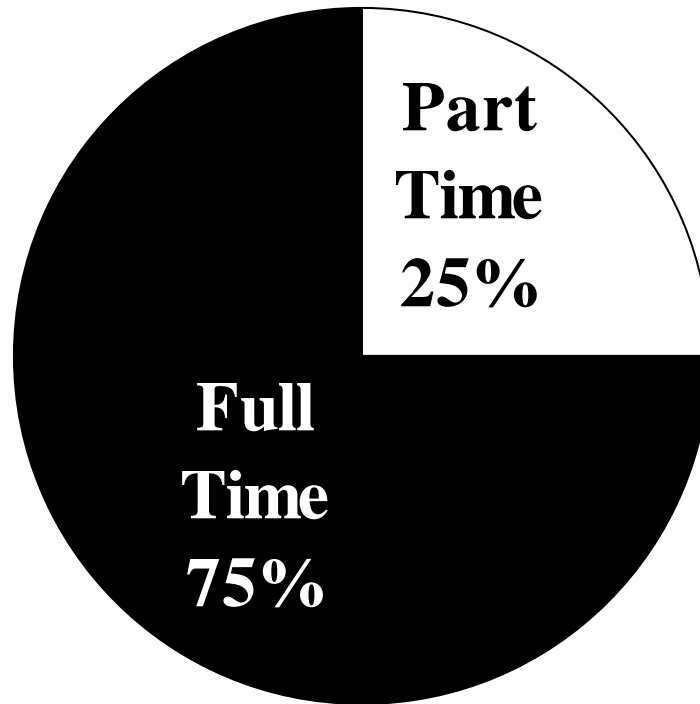
## Employment Status of Women, Age 25 Years and Over, by Educational Attainment, 2007

Educational Attainment	Participation Rate	Unemployment Rate
Less than High School diploma	29.8%	9.1%
High School diploma	51.1	4.2
Some college, no degree	61.4	4.1
College graduates	72.4	2.0

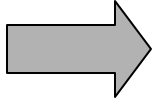
Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

# **Employment Status of Women - 2007**

**(100% = 68-Million Working Women)**

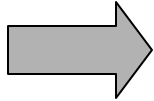


Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

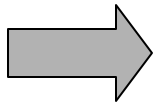


In 2007, **management, professional and related occupations** had the largest percentage of women of any of the five major groups that the Bureau of Labor Statistics uses to classify full-time wage and salary workers by detailed occupation.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

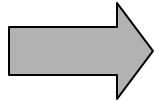


**Self-employment** is an occupational option for many women. There were 3.4 million self-employed women working in nonagricultural industries in 2007.



In 2007, 3.8 million women were **multiple job holders** compared with 3.8 million men. White women represented 84 percent of female multiple job holders; the remaining 16 percent were comprised of black and Hispanic women and women of other races.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

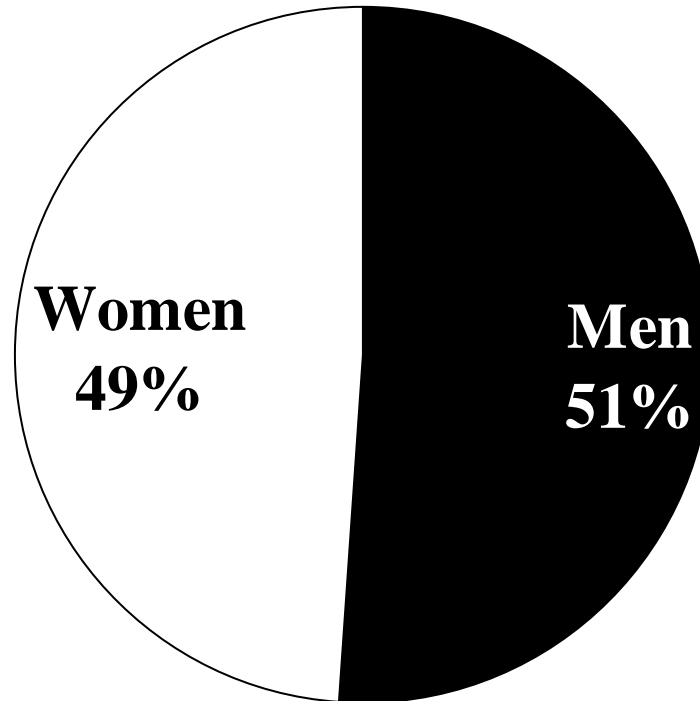


In addition to being multiple job holders, many women were also **contingent workers** - workers who do not expect their jobs to last or who report that their jobs are temporary. The broadest estimate of contingent workers includes independent contractors, on-call workers, and temporary help agency workers.

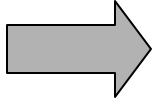
Source: Bureau of Labor Statistics, "Monthly Labor Review," August 2005.

# Percentage of U.S. Contingent Workers, By Sex – 2005

(100% = 5.7 Million Contingent Workers)



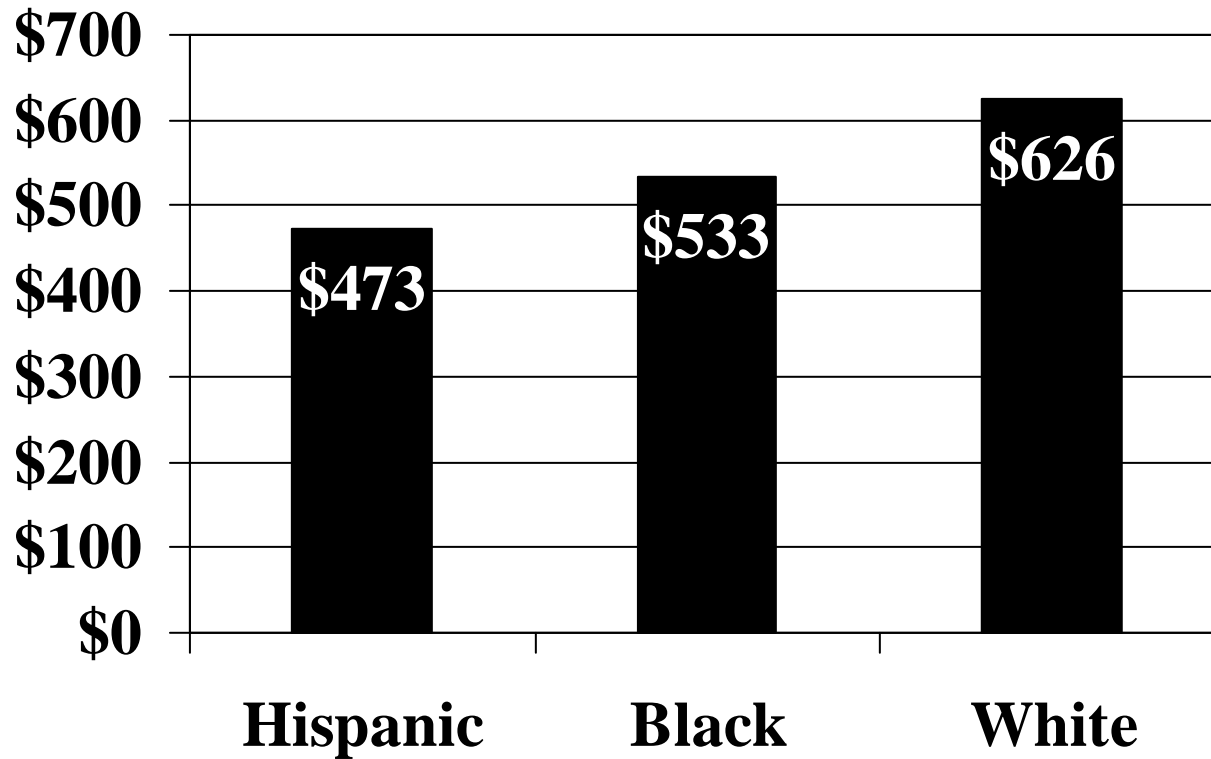
Source: Bureau of Labor Statistics, "Monthly Labor Review," August 2005.



Women continue to earn less than men. **Median weekly earnings** for full-time wage and salary workers in 2007 were **\$618** for women and **\$774** for men. In other words, women earned **80 percent** of what men earned.

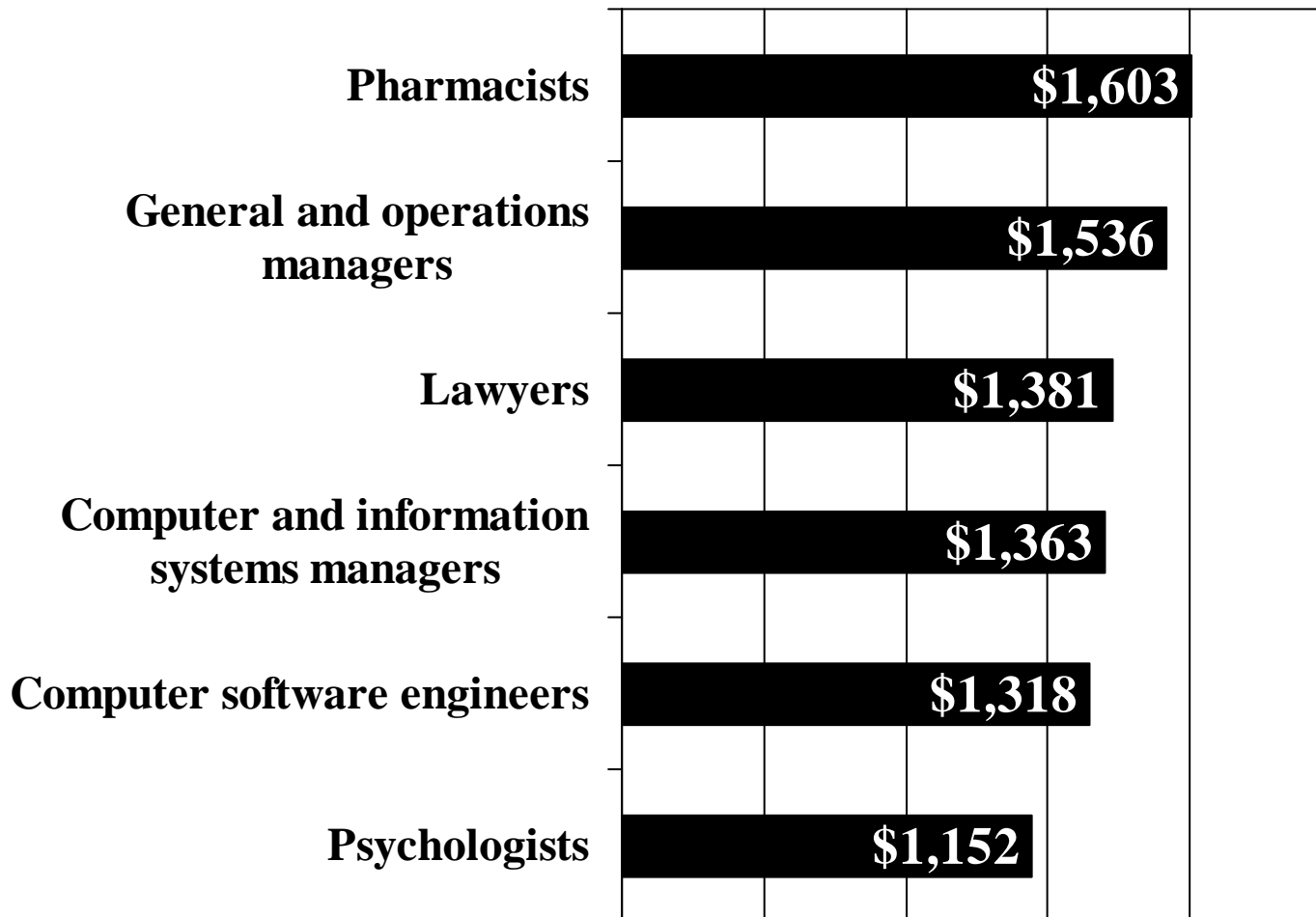
Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

## Median Weekly Earnings of Women - 2007



Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

## Occupations with the Highest Median Weekly Earnings for Women - 2007



Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008. Based on occupations with at least 50,000 employed women.

# Employed Women as Percent of Total Employed Workers by Occupational Group, 2007 (numbers in thousands)

Occupations	Total Employed	Percent of Total
<b><i>Total</i></b>	<b><i>107,339</i></b>	<b><i>100%</i></b>
Sales and Office	25,702	62.2%
Management, professional & related	39,147	50.9%
Service	14,716	50.0%
Production, transportation, and material moving	15,289	21.8%
Natural Resources, construction & maintenance	12,486	3.7%

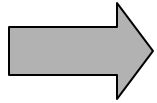
Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

## Median Income of Families, by Family Type, 2006

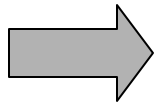
Type of Family	Median Income
Married-couple family	\$69,716
Male householder, no wife	\$47,078
Female householder, no husband	\$31,818

Source: U.S. Dept. of Commerce, Census Bureau,  
*Income, Poverty and Health Insurance Coverage in  
the United States: 2006.*

In 2006,  
14 million (18 percent)  
of the 78 million  
family households in the U.S.  
were headed by a woman  
with no husband present.



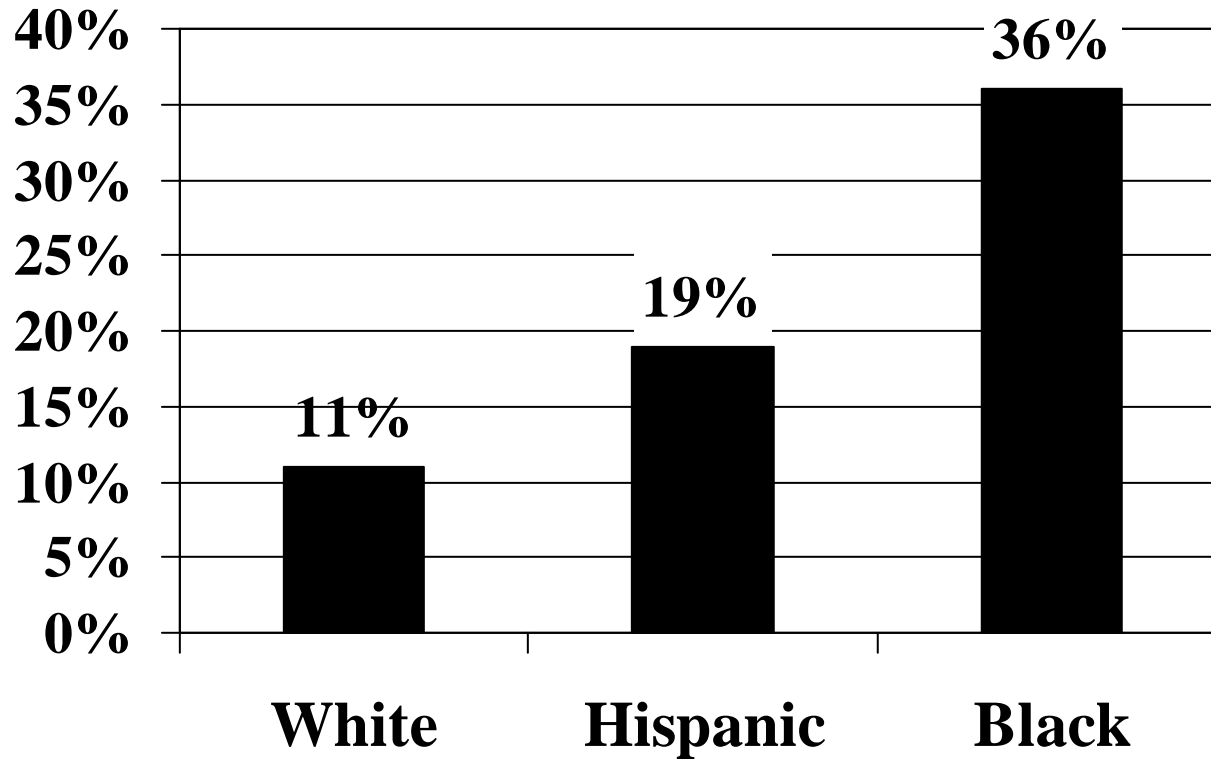
Three in 10 workingwomen make all or almost all of their family's income, and six in 10 earn about half of their family's income.



Four in 10 workingwomen work evenings, nights, or weekends on a regular basis, and 33 percent work shifts different than their spouses or partners.

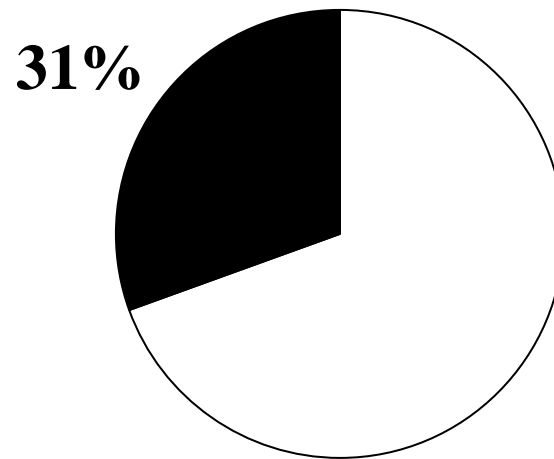
Source: Business and Professional Women's Foundation, "101 Facts on the Status of Workingwomen", October 2007.

## Percentage of People in Families With a Female Householder, No Husband Present, By Race - 2006

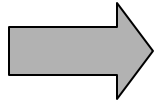


Source: U.S. Census Bureau.

## Percentage of Families Below Poverty Level With a Female Householder, No Husband Present - 2006

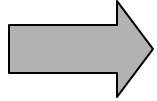


Source: U.S. Dept. of Commerce, Census Bureau, *Income, Poverty and Health Insurance Coverage in the United States: 2006*.



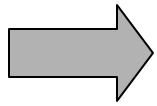
In January 2006 among middle-aged wage and salary workers between the ages of 40 and 44, 34.8% of men compared with only 28.4% of women had ten years or more of tenure with their current employer.

Source: U.S. Department of Labor Statistics, "News: Bureau of Labor Statistics."

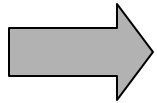


In 2007, 1.4% of employed men 16 or over made the prevailing Federal minimum wage of \$5.85/hour or less compared to 3.1% of employed women 16 or over.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

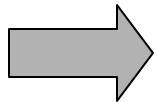


Andrea Jung is one of the few women to have broken into the male-dominated CEO ranks of Fortune 500 companies, in her case, by becoming chairman and CEO of Avon, a Fortune 500 company that describes itself as being a “company for women.”



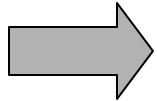
Other female CEOs in Fortune 500 companies include Shelly Lazarus (Ogilvy & Mather), Meg Whitman (ebay Technologies), Anne Mulcahy (Xerox), Patricia Russo (Alcatel-Lucent), and Brenda Barnes (Sara Lee).

Source: “2003: Year of the Woman Among the ‘Fortune’ 500?” in [www.ceogo.com](http://www.ceogo.com), 12/30/2003 and [www.avoncompany.com](http://www.avoncompany.com), <http://www.infoplease.com/spot/womenceo1.html>: 2007



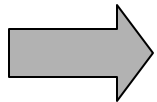
In 1976, women earned 62 cents for every dollar made by a man. Since that time, the gender wage gap has closed by 15 cents, so that in 2007 women earned 77 cents for every dollar made by a man. These figures are worse for women of color: African American women earn only 68 cents and Latinas 57 cents for every dollar that men earn.

Source: AFL-CIO, "Equal Pay for Working Families."

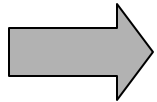


If **single women** earned as much as comparable men, their family incomes would increase by 17 percent and rates of poverty would be cut in half. If **single working mothers** earned as much as comparable men, their incomes would rise by 13.4 percent and poverty rates would be reduced to 1 percent.

Source: AFL-CIO, "Equal Pay for Working Families."



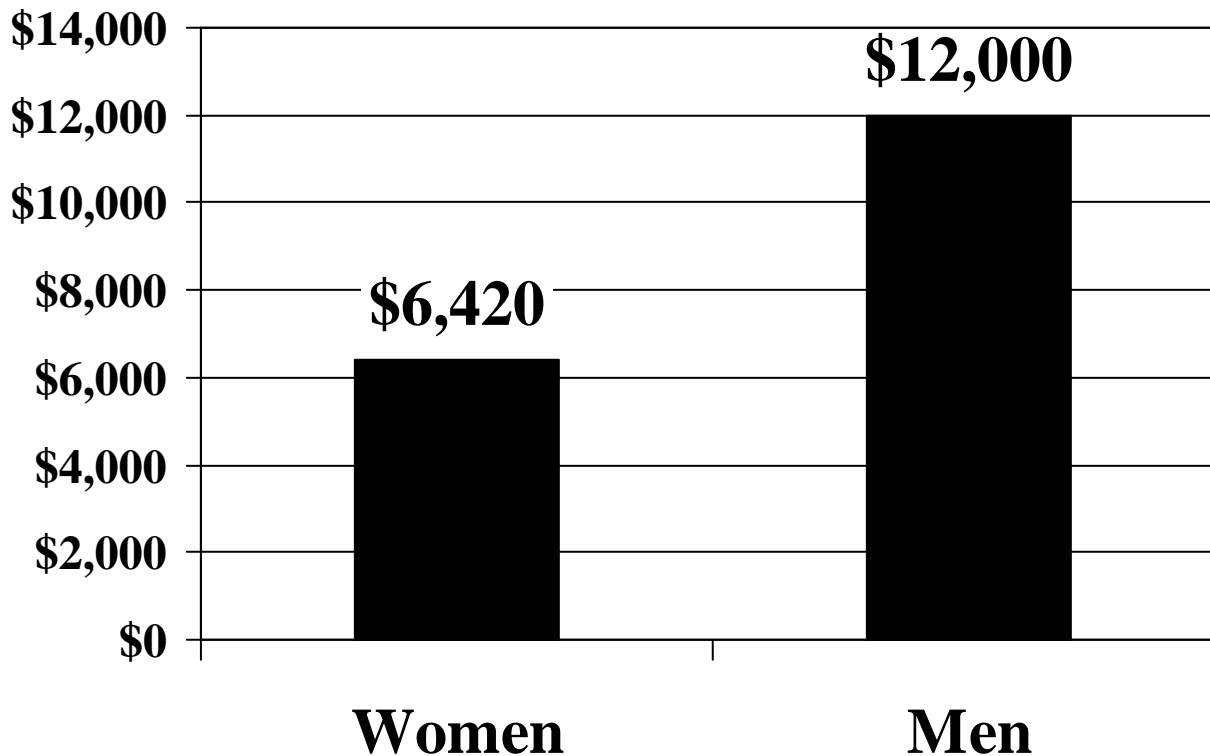
The wage gap between men and women has been reduced an average of 1/3<sup>rd</sup> of a penny annually since 1963. At this rate, pay will equalize in 2039.



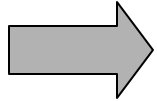
Over the course of her career, the average woman loses approximately \$523,000 to the wage gap.

Source: Business and Professional Women's Foundation,  
"101 Facts on the Status of Workingwomen, October 2007.

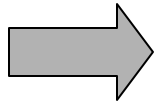
# Median Annual Income of Pension or Annuity in 2005 for Women & Men 65 and Older



Source: AFL-CIO, EBRI, *Pension, Annuity Income: Differences between Men and Women*, March 22, 2007.

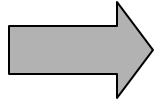


Women consistently vote for unions more often than men.

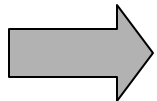


In union elections among predominantly women workers, the win rates are as high as 62% compared to an average win rate of 35% or less where women are in the minority. In units made up of 75% or more of women of color, the win rates are especially high—83%.

Source: AFL-CIO, "Facts about Working Women."



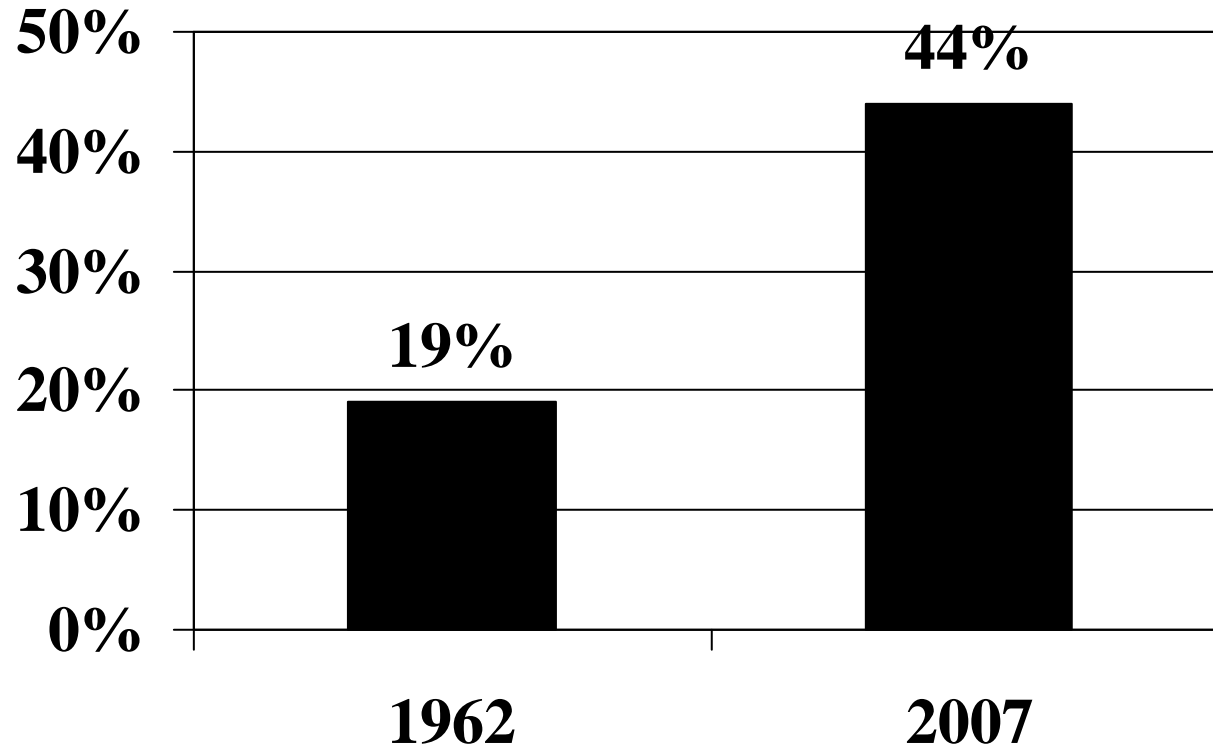
More than half of all private sector organizing campaigns take place in industries and occupations where women make up the majority of the workforce.



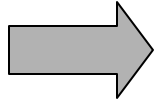
The number of union women increased 9% from 1990 to 2003, with the number of black union women increasing 8% during this period. In 2007, black women made up half of black union membership and Hispanic women made up 40 percent of Hispanic membership.

Source: AFL-CIO, "Facts about Working Women" and U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

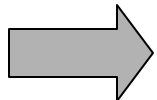
# Women as a Percentage of Total Union Membership



Source: AFL-CIO, "Facts about Working Women" and U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 2008.

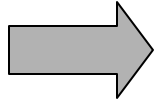


Although every other industrialized country gives women the right to paid maternity leave, no such right exists for women in the United States. The US is also the only country in the Americas not to provide women with paid maternity leave. After the US, the smallest amount of time in the Americas is 60 days, in Bolivia.

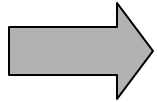


It is estimated that almost 50,000 women are trafficked into the United States each year to toil in sweatshops or in the sex industry.

Source: AFL-CIO, "Get the facts on how women workers' rights are being denied."

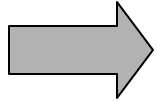


Homicide accounts for 40 percent of workplace deaths for female workers. More than 25 percent of workplace injuries are a result of domestic violence that spills over into the workplace.

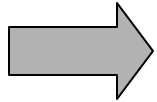


Of women who are victims of domestic violence, 96 percent experience problems at work due to abuse; 74 percent are harassed at work by their abuser; 56 percent are tardy; 28 percent leave work early; and 54 percent are absent.

Source: Business and Professional Women's Foundation, "101 Facts on the Status of Workingwomen, October 2007.

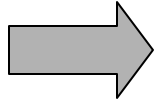


In the post-1979 period, much of the increases in annual earnings of families came from wives joining the paid labor force and working outside the home.

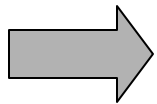


Without the contributions of wives, low income families would have experienced little or no income growth from 1979-2000.

Source: Lawrence Mishel, Jared Bernstein and Heather Boushey, *The State of Working America 2002/2003* (Washington, DC: Economic Policy Institute, 2003), 97-98 and 104.

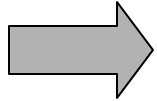


Currently, women earn more than half of all bachelor's degrees, 57 percent of master's degrees and 42 percent of doctoral degrees.

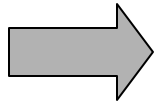


Despite their education levels, females with graduate degrees earn only slightly more than males with no college: \$41,995 for women vs. \$40,822 for men.

Source: Business and Professional Women's Foundation, "101 Facts on the Status of Workingwomen, October 2007.



Two of three women are in jobs that do not provide traditional pensions or 401(k) plans. The median pension for women is half that for men.



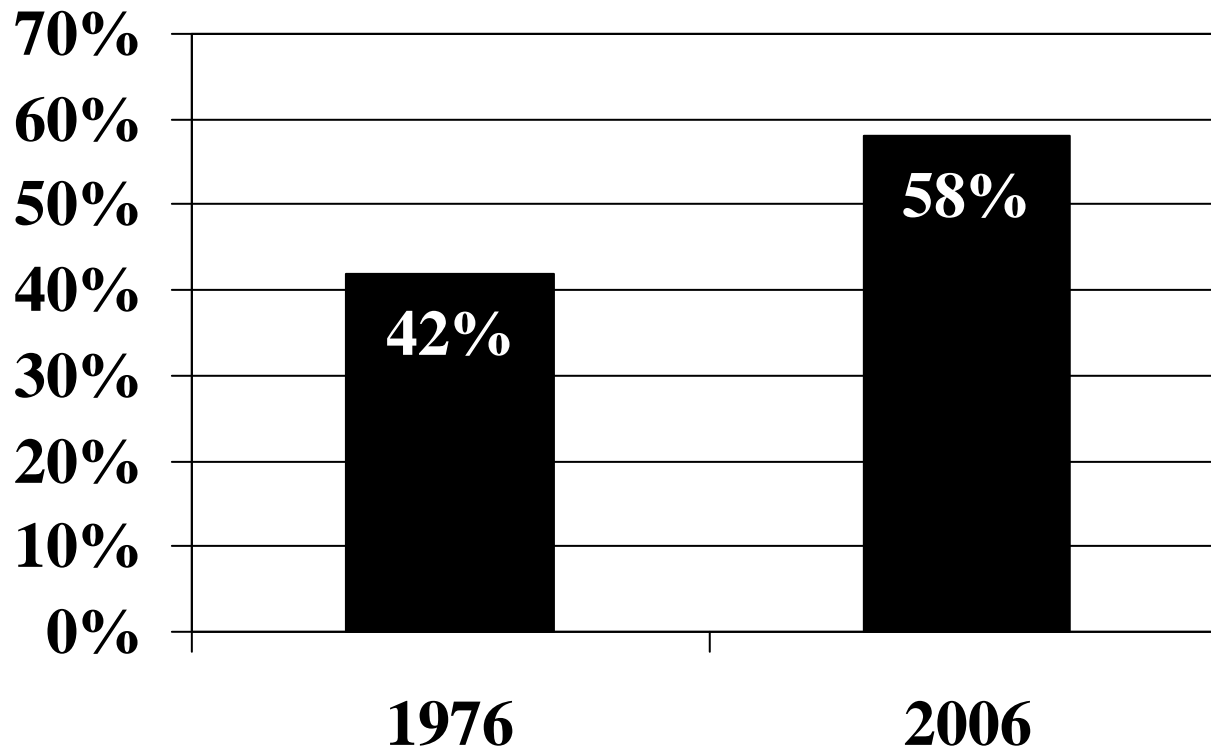
In 2003, women's average monthly Social Security benefits were \$789, men's benefits were \$1,039. This problem worsens if the woman is unmarried or if she receives benefits following the death of her husband.

Source: Business and Professional Women's Foundation, "101 Facts on the Status of Workingwomen, October 2007.

# Facts on Women Workers in Canada

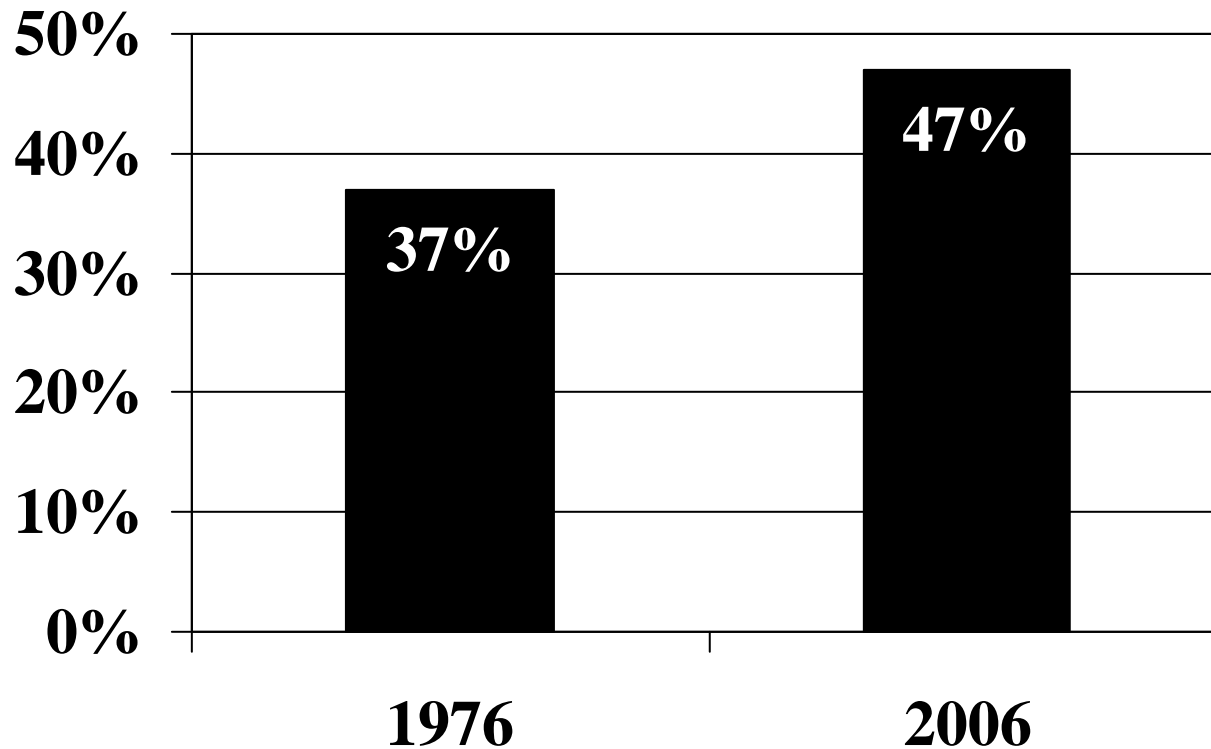


## Percent of Canadian Women With Jobs (Age 15+)



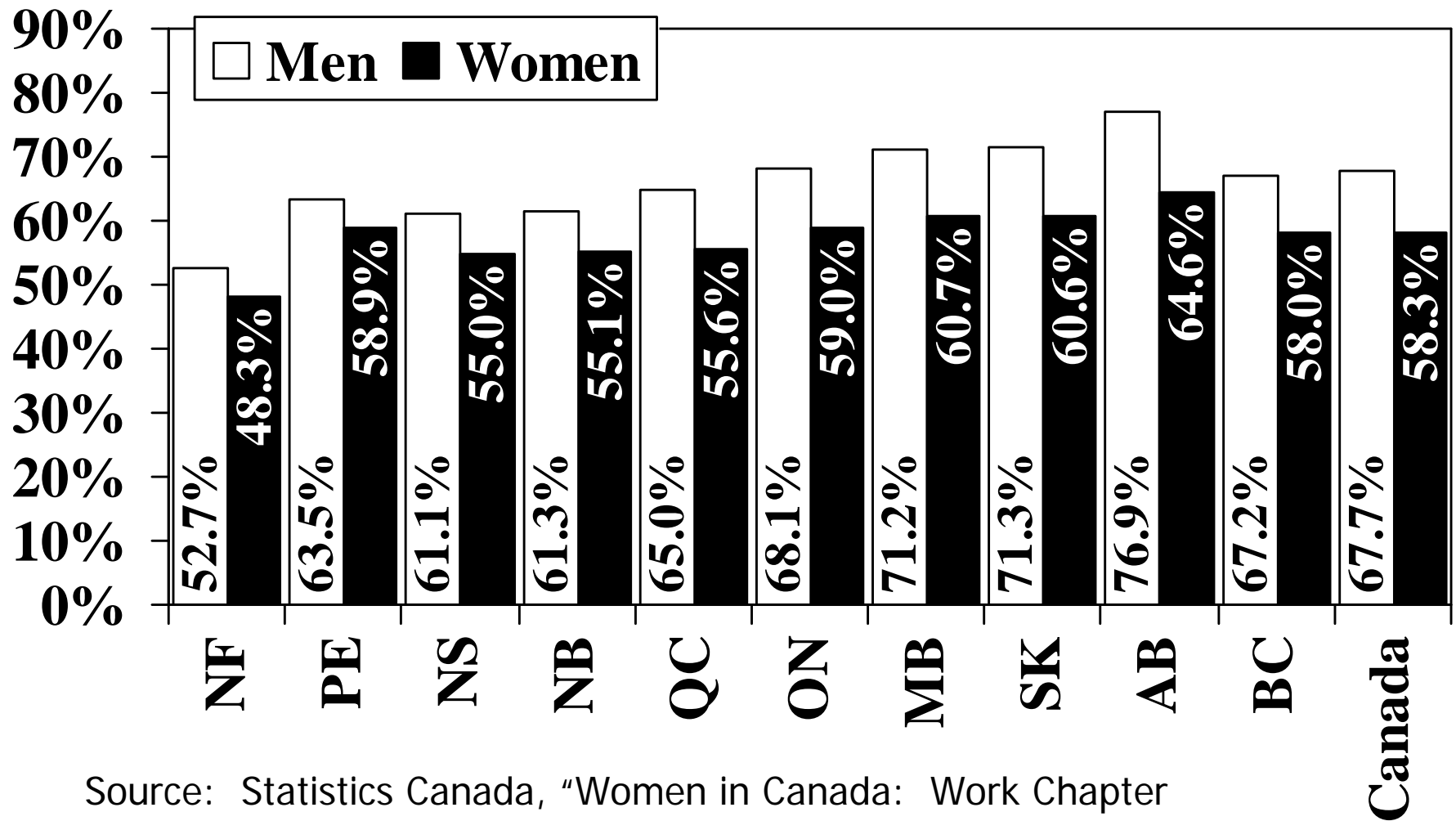
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 6.

## Women as a Percentage of Canada's Employed Work Force



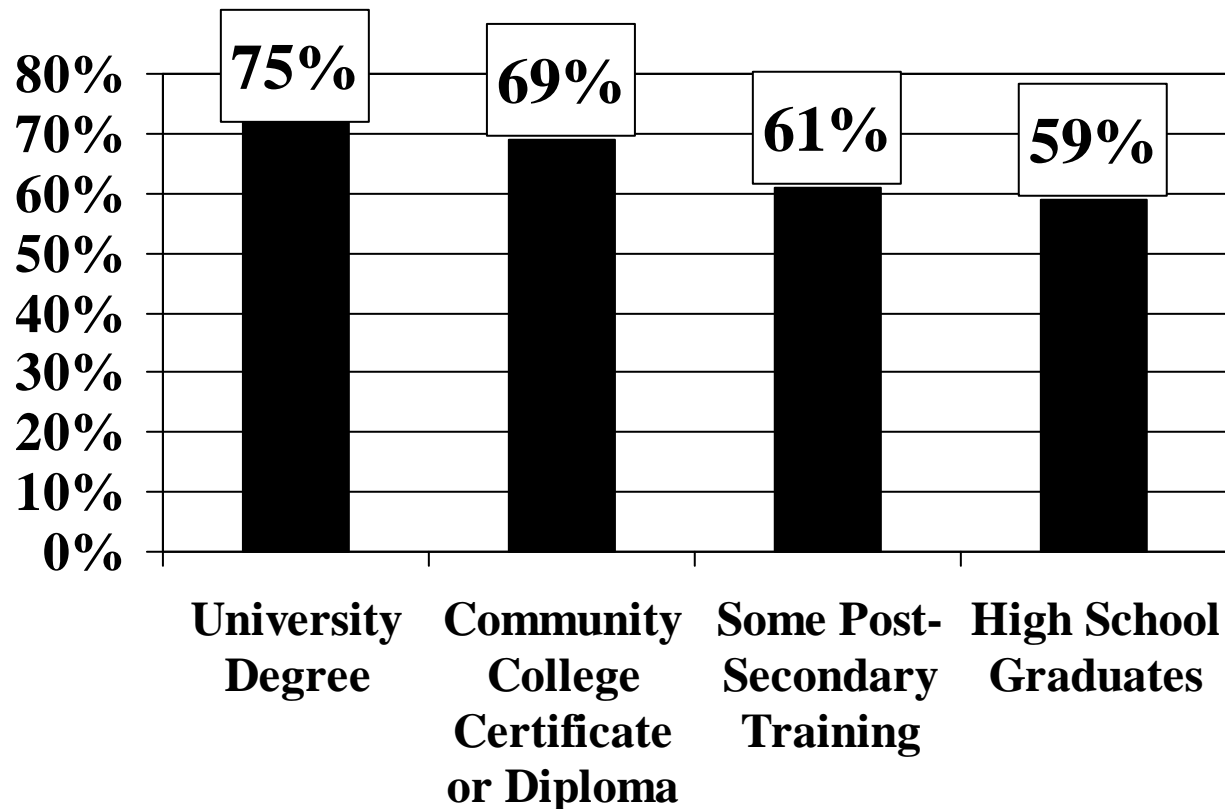
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 6.

# Percentage of Women and Men Employed, By Province - 2006



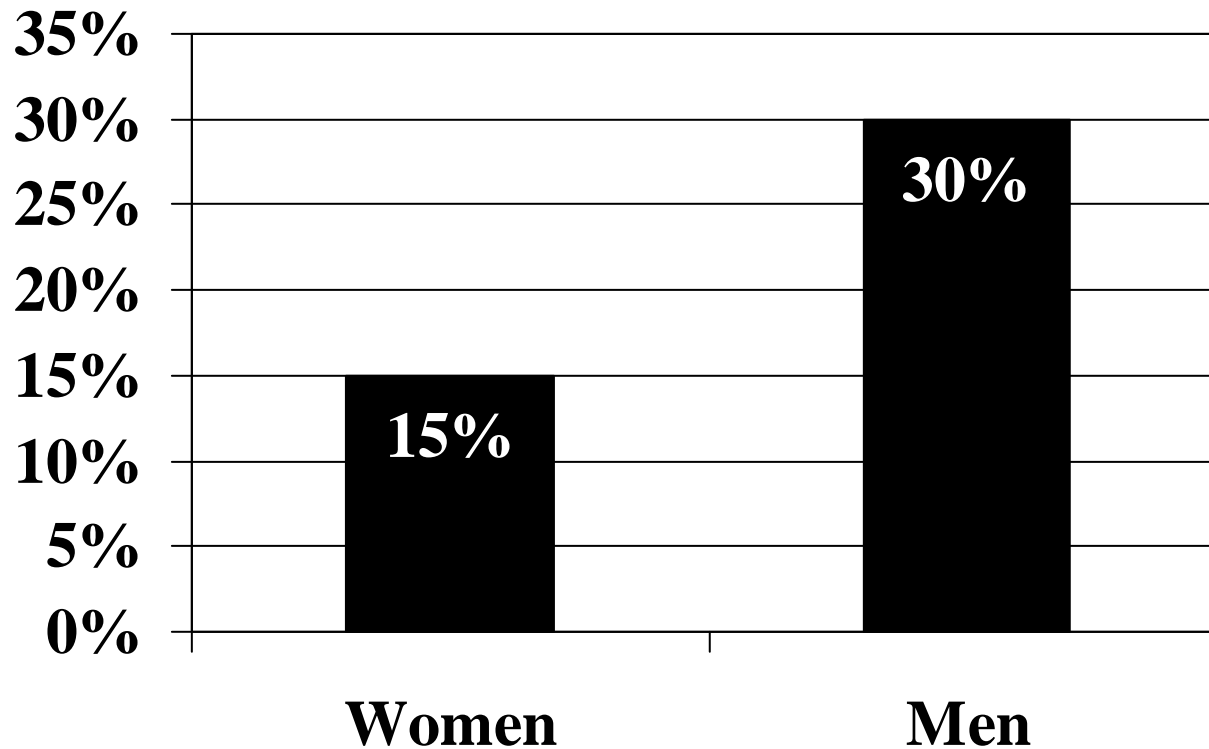
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 12.

## Percent of Women Employed, By Educational Attainment - 2006



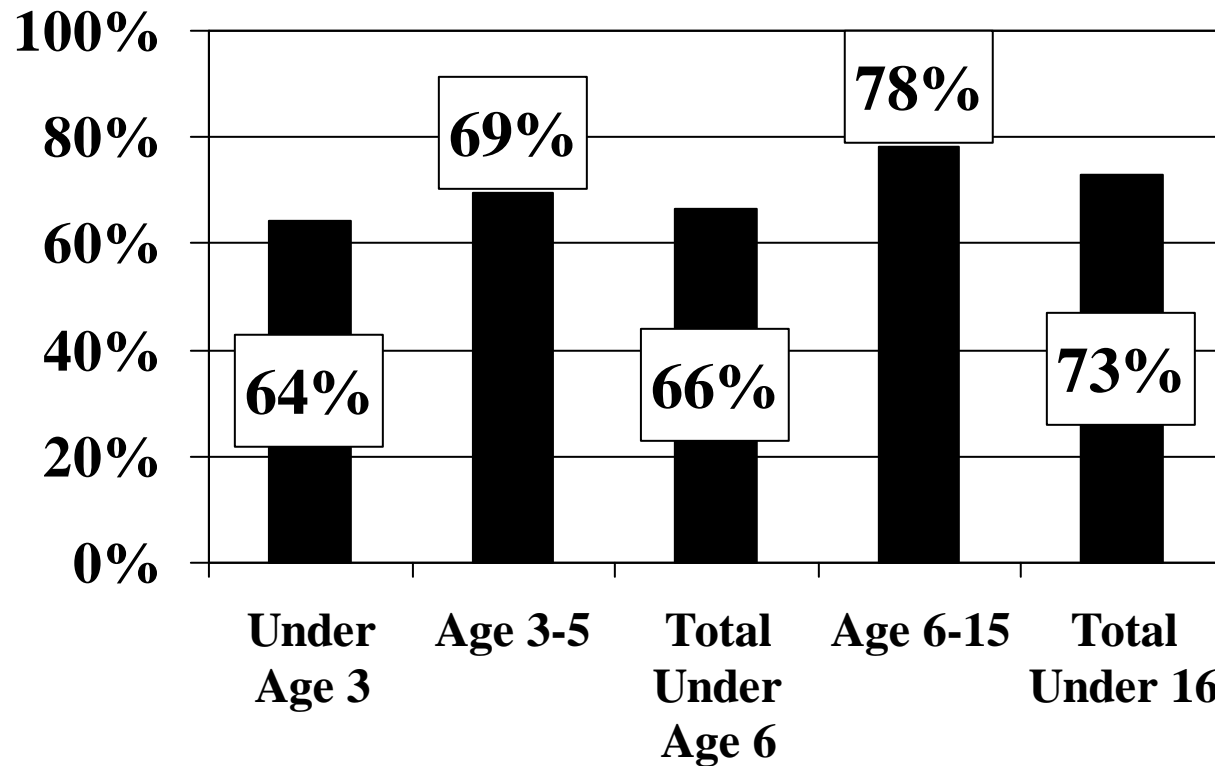
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 7.

## Employment Rate of Men and Women with Less Than a Grade 9 Education - 2006

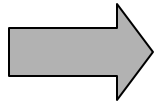


Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 7.

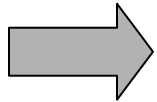
## Percentage of Employed Women with Children, By Age of Youngest Child - 2003



Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 14.



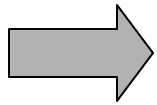
In 2006, 74% of mothers in two-parent families (with children under age 16 living at home) were employed. Only 70% of female lone parents (with children under age 16 living at home) were employed in 2006.



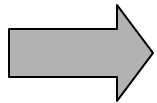
This contrasts with the situation in the late 1970s, when female lone parents were more likely to be employed than mothers in two-parent families.

Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 8.

## Women in Part-Time Work



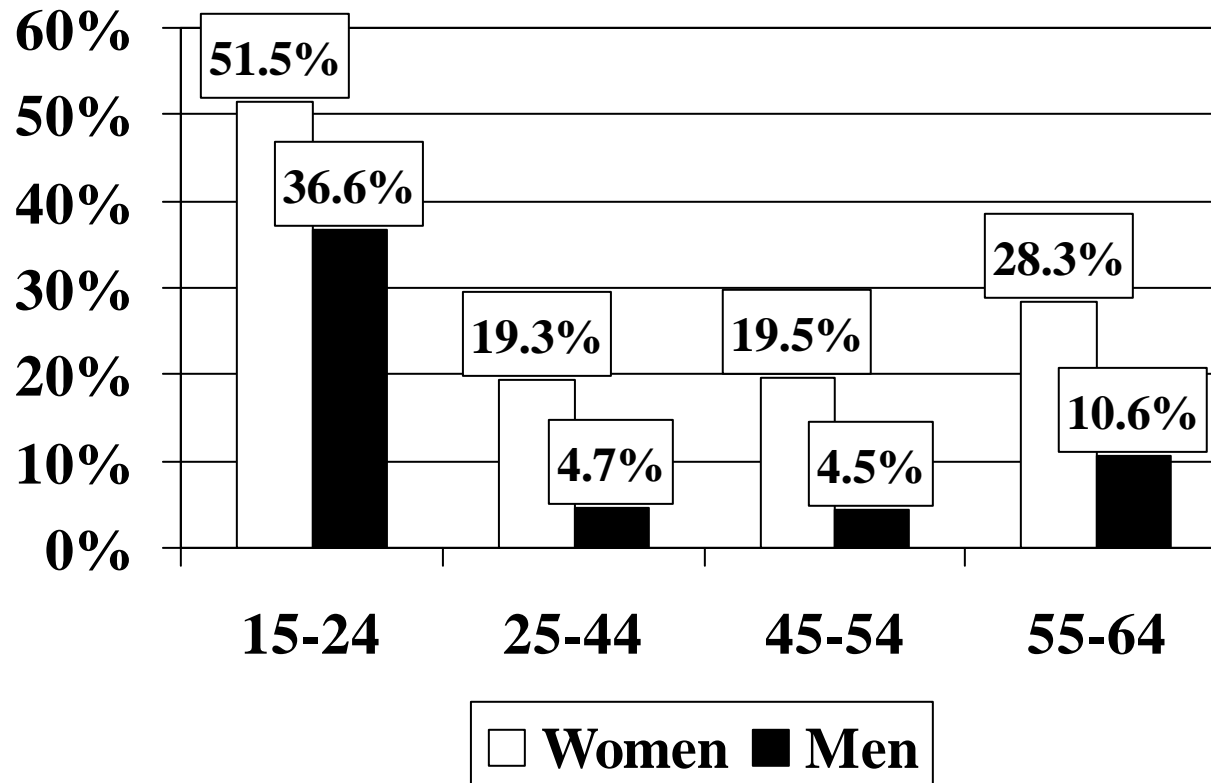
In Canada in 2006, 26% of all women in the paid work force worked less than 30 hours a week at their primary job, compared with just 11% of employed men. This figure represents more than 2 million women.



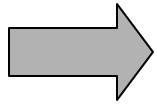
Since the late 1970s, approximately seven in 10 of all part-time employees have been women.

Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 8.

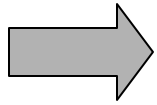
## Percentage Employed Part-Time In Canada, By Sex & Age - 2006



Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 17.

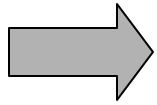


The two most common reasons women give for working part-time are either that they really don't want full-time employment or that part-time employment is actually better suited to their personal situation.

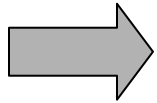


In 2006, 28% of women employed part-time reported they were not interested in working full-time and 27% indicated that full-time work conflicted with school.

Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 8.

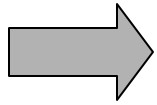


**Caring for children** or attending to other **family or personal responsibilities** were reasons that 15% and 4%, respectively, of all women gave for not working full-time. Only 3% of men gave such reasons.

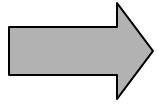


A good percentage of women working part-time—23%—said they would work full-time if they could only find the work.

Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 8.

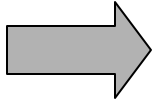


More and more women are becoming self-employed. In 2003, their numbers amounted to close to 900,000 women, or 11% of all women with jobs, up from 9% in 1976.



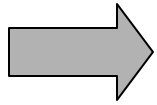
The percentage of all self-employed workers who are women has been rising steadily, from 26% in 1976 to 35% in 2006.

Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 9.

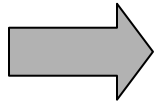


- Occupations which have traditionally furnished employment to women continue to do so.
- Teaching, nursing and related health occupations, clerical or other administrative positions or sales and service occupations provided work for 67% of all employed women in Canada in 2006.
- This percentage is down from 72% in 1987, and primarily reflects a decline in the number of women working clerical and related administrative jobs.

Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 9.



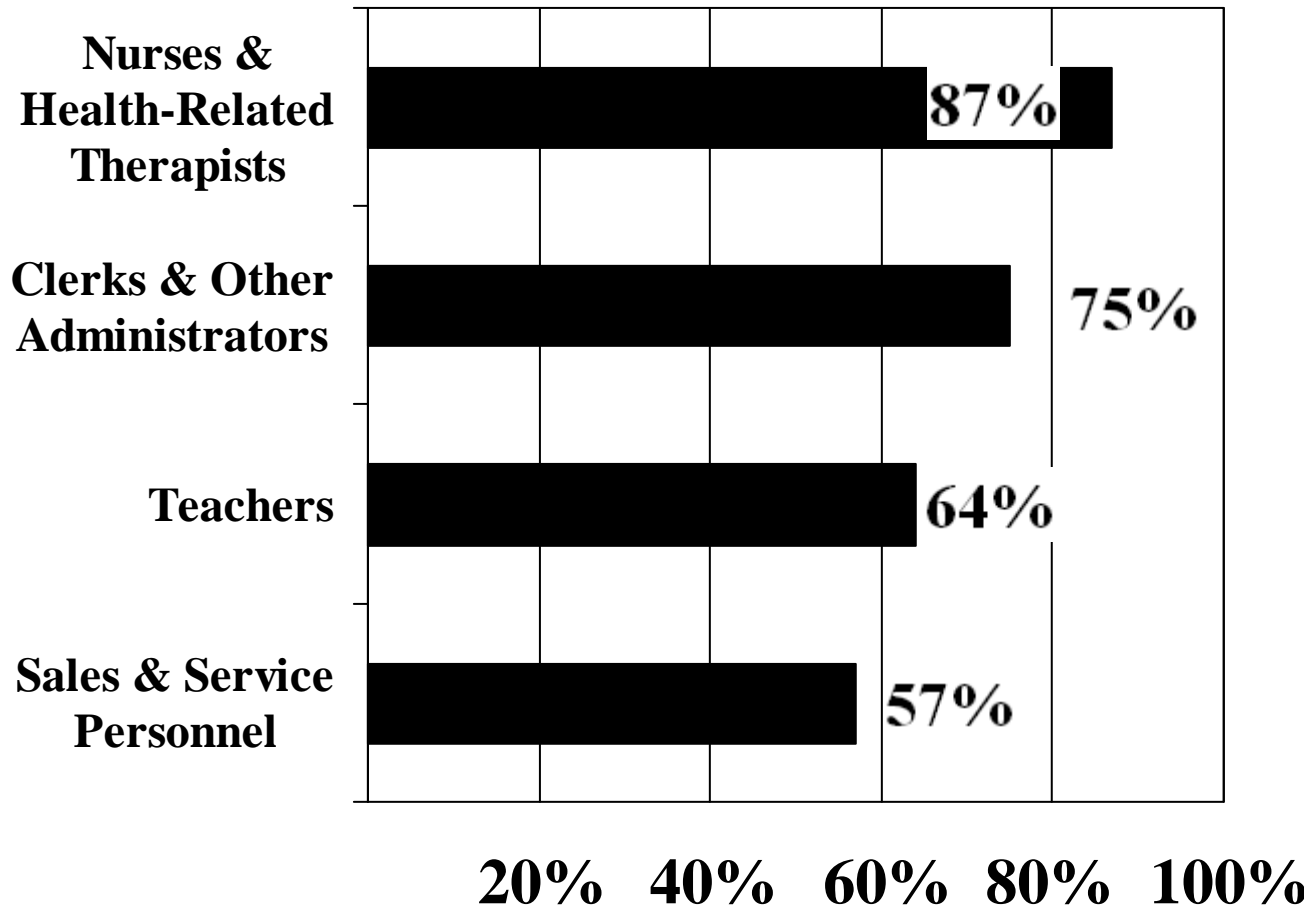
Clerical and related administrative jobs provided employment for 30% of all employed women in 1987, but only 24% in 2006.



In contrast, the percentages of women in teaching, nursing and related occupations or sales and service jobs have changed little from 1987 to 2006.

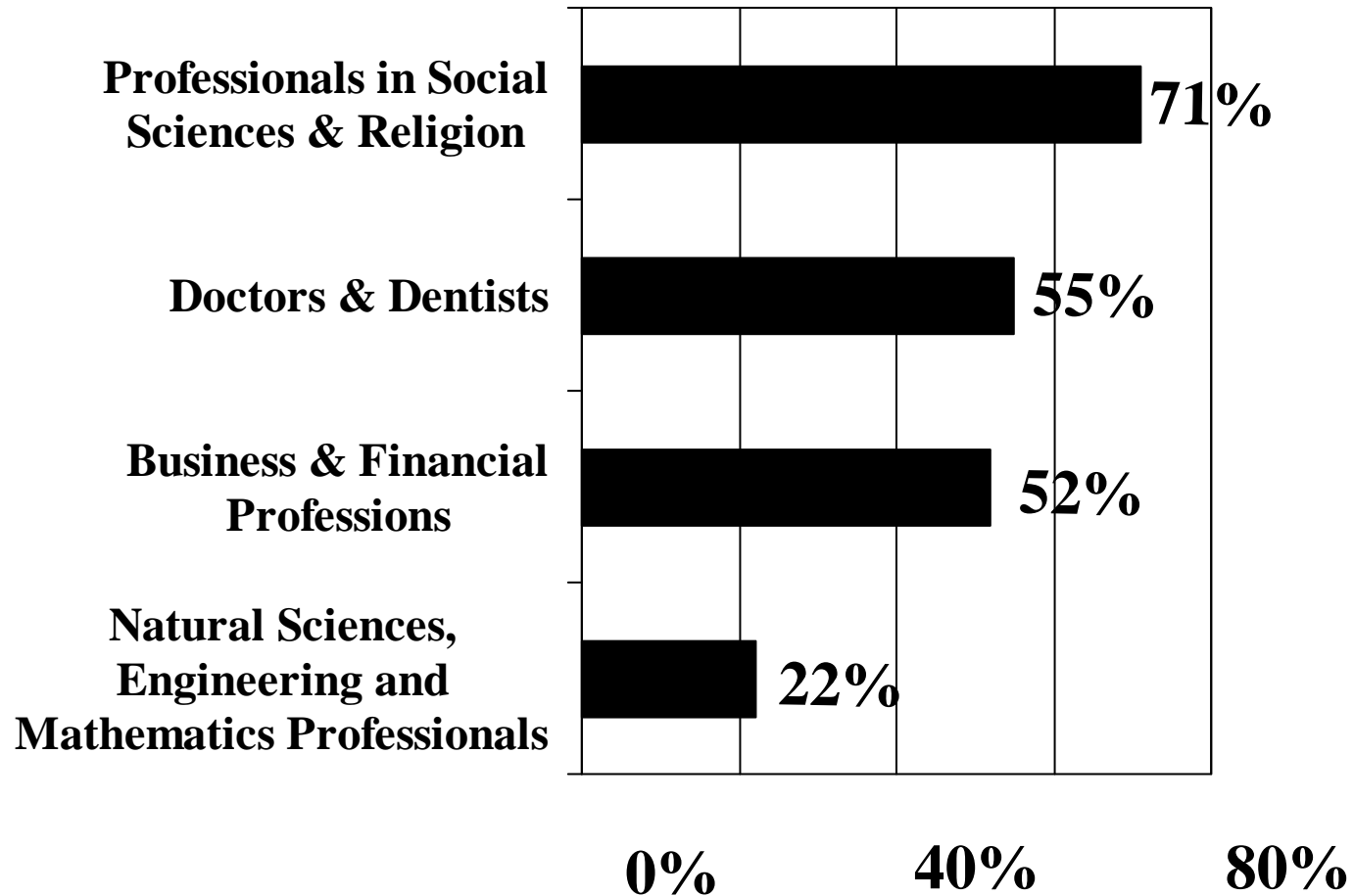
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 9.

## Percentage of Employees Who Are Women



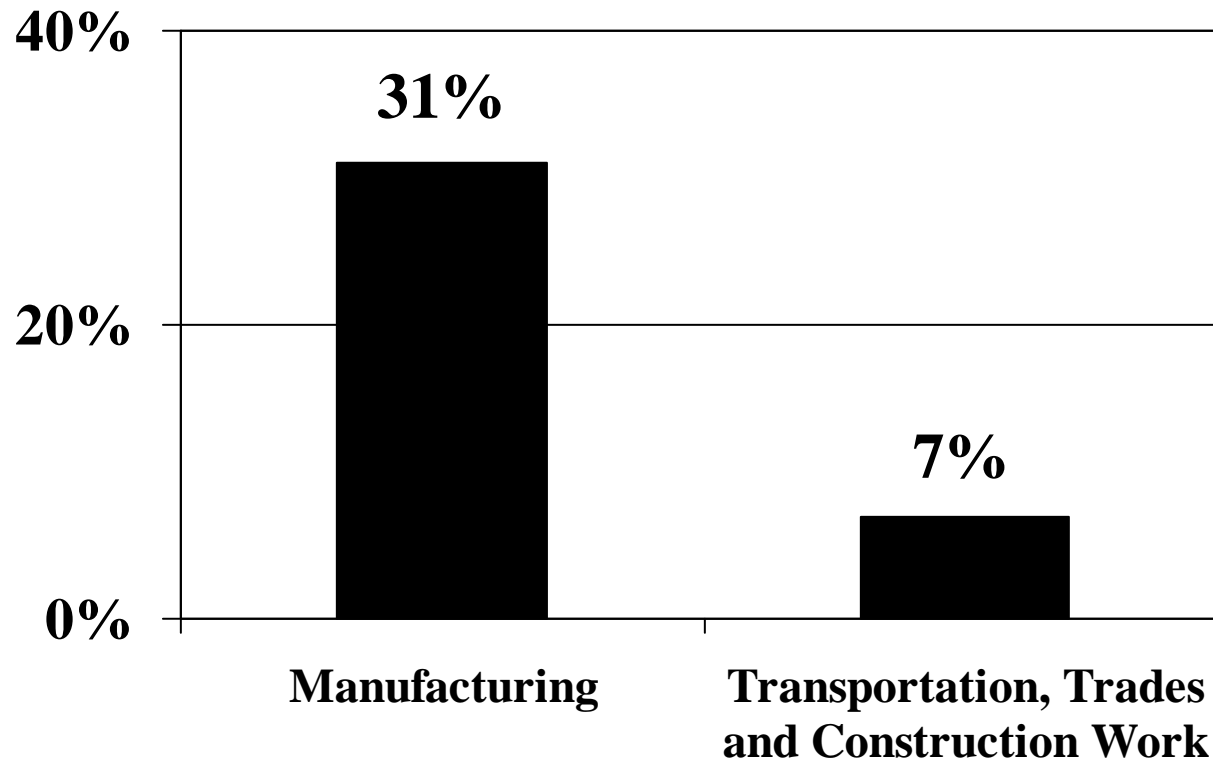
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 9.

## Percentage of Employees Who Are Women



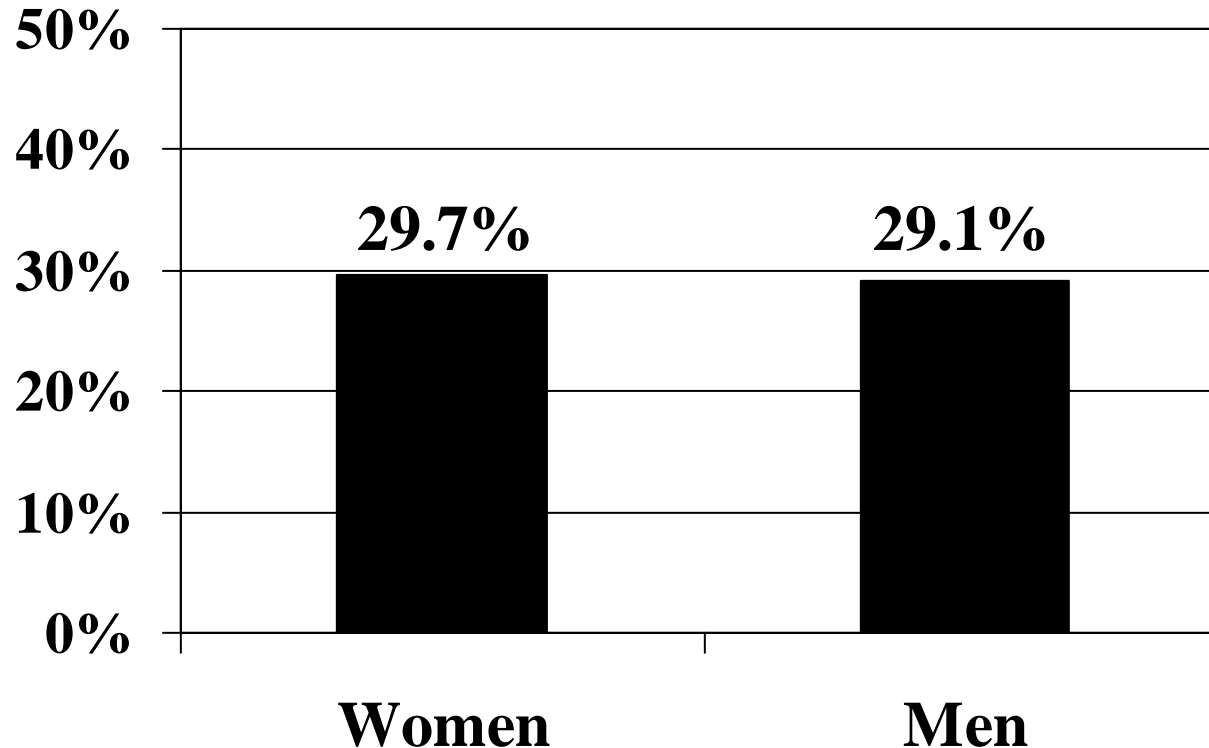
Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 9.

## Percentage of Employees Who Are Women, By Industry - 2006



Source: Statistics Canada, "Women in Canada: Work Chapter Updates 2006," 10.

## Unionization\* Rates - 2006



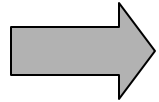
\* Refers to the proportion of paid workers whose terms of employment are covered by a collective agreement.

Source: Statistics Canada, "Perspectives: On Labour and Income," August 2007.

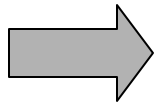
## Private and Public Sector Unionization by Gender - 2006



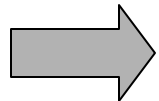
Source: Statistics Canada, "Perspectives: On Labour and Income," August 2007.



Over the past decade, the service sector has overtaken agriculture as the prime employer of women internationally. In 2007, 36.1 per cent of employed women worked in agriculture and 46.3 percent in services.



More women are gaining access to education, but equality in education is not a reality in some regions.



From a global perspective, true equality continues to be out of reach for women in the workplace.

Source: International Labour Organization, "Global Employment Trends for Women 2008," March 2008 in [www.ilo.org](http://www.ilo.org)