

A woman with long dark hair, wearing glasses and a white button-down shirt, is seated in an airport lounge. She is holding a black laptop on her lap and a black coffee cup in her right hand. She is looking down at the laptop. The background shows rows of empty airport seats and a blurred interior.

ISSUE BRIEF : Q4 2019

REPRODUCTIVE HEALTH CARE IN GEORGIA

► **BUSINESSFORWARD**

ABOUT BUSINESS FORWARD

Business Forward, a national trade association, works with more than 100,000 business leaders across the country, including more than 5,000 here in Georgia. We've organized hundreds of briefings on how to help women succeed in the workplace, provide for their families, and grow our economy.

Our leaders represent a range of industries and business sizes. It is a highly active, civic-minded, bipartisan group.

Six in 10 members of our network are women, and they are substantially more active than the men in our network. They also carry two-thirds or more of the household duties that come with raising children. Helping women advocate for affordable health care, climate action, sensible immigration laws, and other reforms is among our most significant accomplishments.

This report is part of a series on women's progress in the workplace and the importance of reproductive health care to women's careers, their families' security, and America's economic competitiveness. More than 175 Georgia business leaders have participated by signing a statement in support of reproductive health care, providing case studies and individual testimony, and participating in our briefings on developments in reproductive health care.

The proportion of women at every level in corporate America has hardly changed. Progress isn't just slow. It's stalled.

WOMEN IN THE WORKPLACE 2018
(OCTOBER 2018)

McKinsey
& Company

EXECUTIVE SUMMARY

Women are America's largest potential driver of economic growth. By simply helping women match men's labor force participation, we could grow our economy by \$1 trillion.¹ But women cannot realize their potential in the workplace if government makes it harder for them to plan when to have kids. Reproductive health is a critical, but often overlooked, service to working women.

1. After decades of gains, women's progress in the workplace has stalled. They remain overrepresented in low-paying jobs, underrepresented in high-paying jobs, overworked at home, and undermined at the office.
2. The cost to women and their families is enormous. In the U.S. women earn 82 cents for every dollar men make, and 83 cents² in Georgia. They are working 26.4% more hours per year than they did in 1980³ to provide for their families.
3. The cost to our economy is also enormous. If women worked and earned at the rate men do, our economy would be \$1 trillion bigger.⁴
4. That's why so many of our global competitors are helping women succeed at work. They invest three times more supporting working women than the U.S. does.⁵ The U.S., once a leader, now ranks 20th out of the world's 22 advanced economies on women's labor participation rate.⁶
5. The Trump Administration, Republicans in Congress, and the Governor and other officials in Georgia are restricting reproductive health care and family planning services.



**REPRODUCTIVE HEALTH CARE
INCLUDES ENSURING ACCESS
TO ABORTION AND
AFFORDABLE BIRTH CONTROL,
AND ENDING PREGNANCY
DISCRIMINATION.**

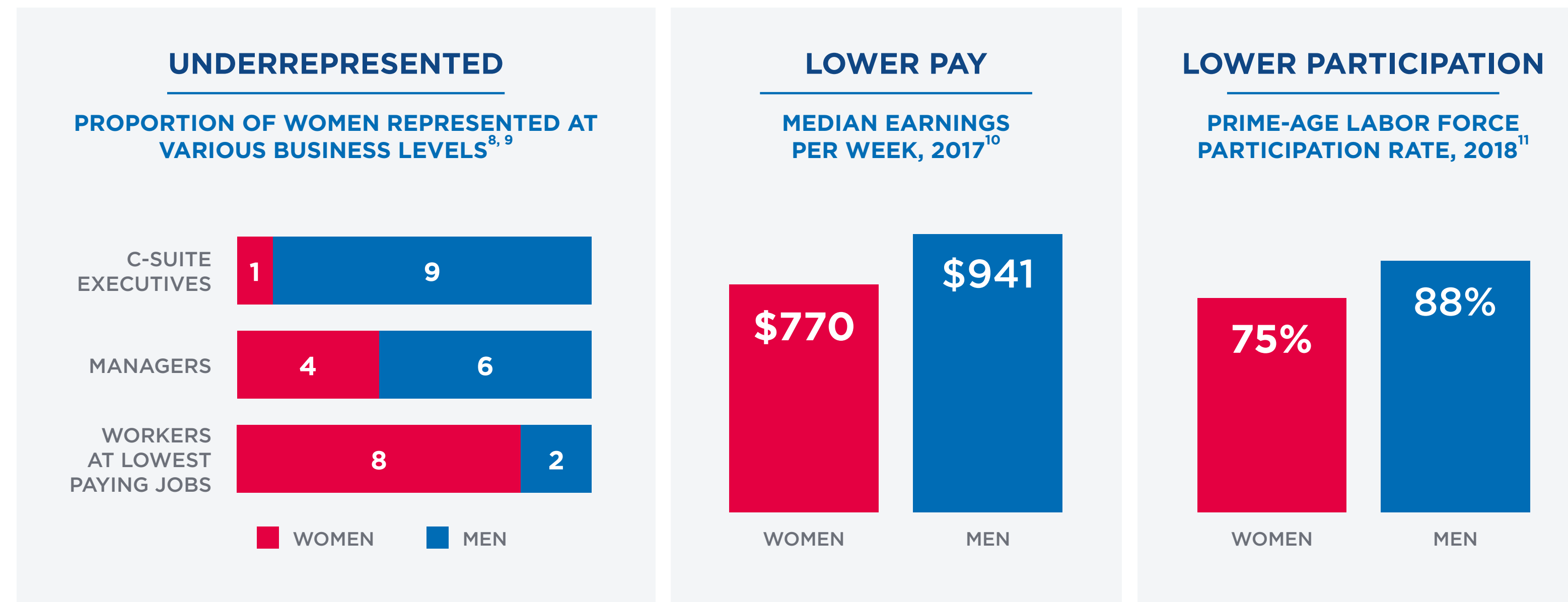


**FAMILY PLANNING CLINICS
PROVIDE BIRTH CONTROL,
OFFER PREGNANCY TESTS &
COUNSELING, HELP CLIENTS
WHO WANT TO CONCEIVE,
PROVIDE PRECONCEPTION
& STI/HIV SERVICES.**

WOMEN'S PROGRESS IS STALLED, AND TODAY'S GENDER GAP = \$1+ TRILLION IN LOST INCOME

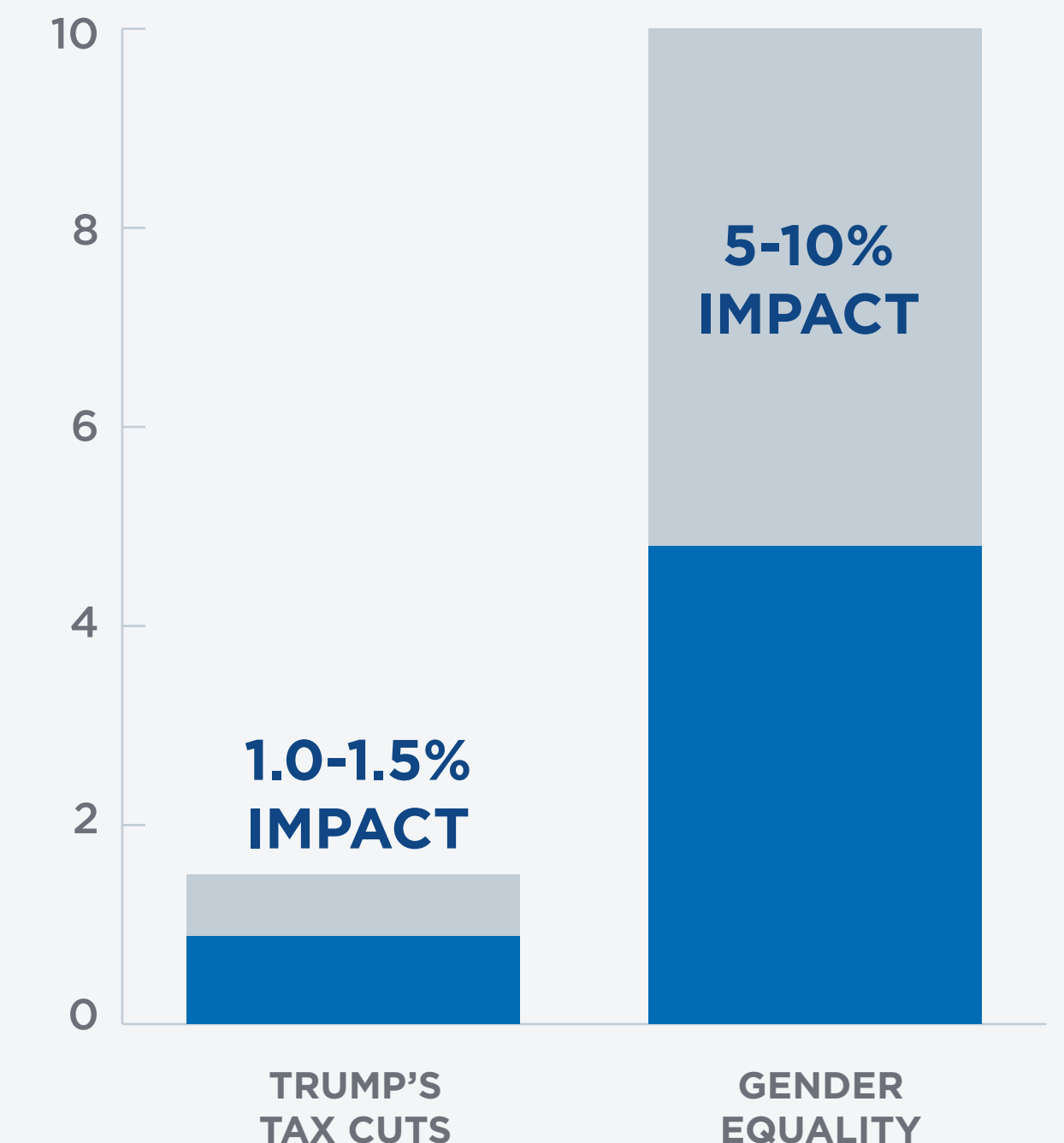
Women who work full-time earn just 82% of what their male counterparts earn. Women earn less, in part, because they tend to work in jobs and industries that pay less. In other words, they are overrepresented in low-paying jobs and underrepresented in higher paying ones. They are also less likely to be promoted. For every 100 men promoted to manager, 79 women are.⁷ Closing the gap requires both (1) helping more women enter the workforce and (2) helping more women enter higher paying fields, like engineering.

Women experience lower labor force participation rates than men. Helping women match men's participation rate would increase our GDP by 5-10%. McKinsey, S&P, and Citi estimate the impact of closing the gender gap is between \$1 trillion and \$1.6 trillion.



WHEREAS THE 2017 TAX LAW IS PROJECTED TO HAVE A LIMITED IMPACT ON THE ECONOMY, ENACTING POLICIES TO CLOSE THE GENDER GAP WOULD INCREASE GDP BY 5-10%.

PROJECTED IMPACT ON U.S. ECONOMY (% GDP GROWTH FROM 2018-2021)^{12, 13}



WOMEN IN GEORGIA EARN 83 CENTS FOR EVERY DOLLAR MEN MAKE

WAGE GAP¹⁴

Women in Georgia who work full-time, year-round **earn 83 cents for every dollar** men with similar jobs earn.



Over a career that leads to a deficit of:

\$337,360

At the current rate, women will not reach parity with men until:

2055

WOMEN OF COLOR¹⁵

The gap is larger for women of color:

LATINAS

\$0.50

AFRICAN AMERICANS

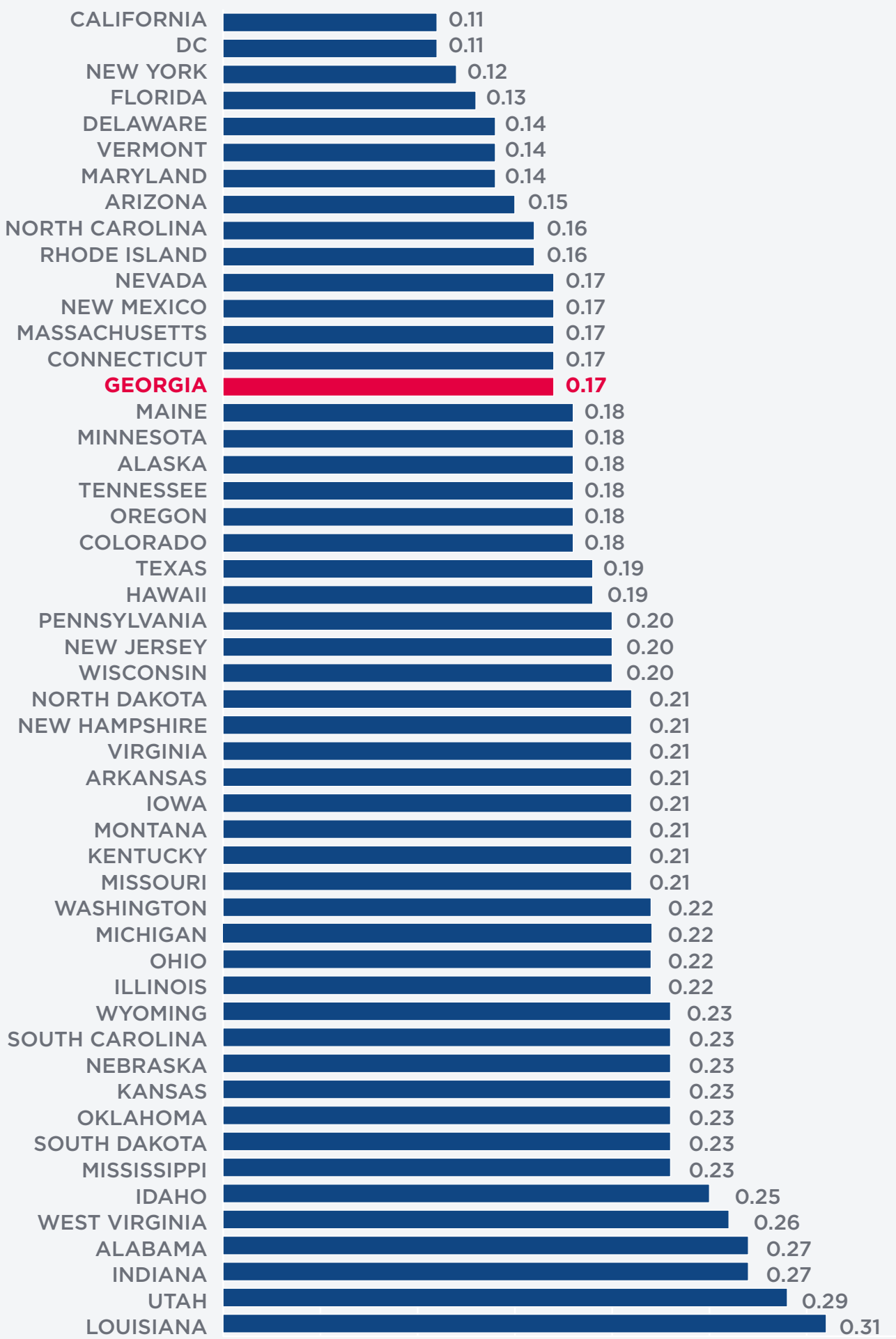
\$0.63

SMALL BUSINESSES¹⁶

41%

of Georgia businesses are women-owned.

WAGE GAP¹⁷



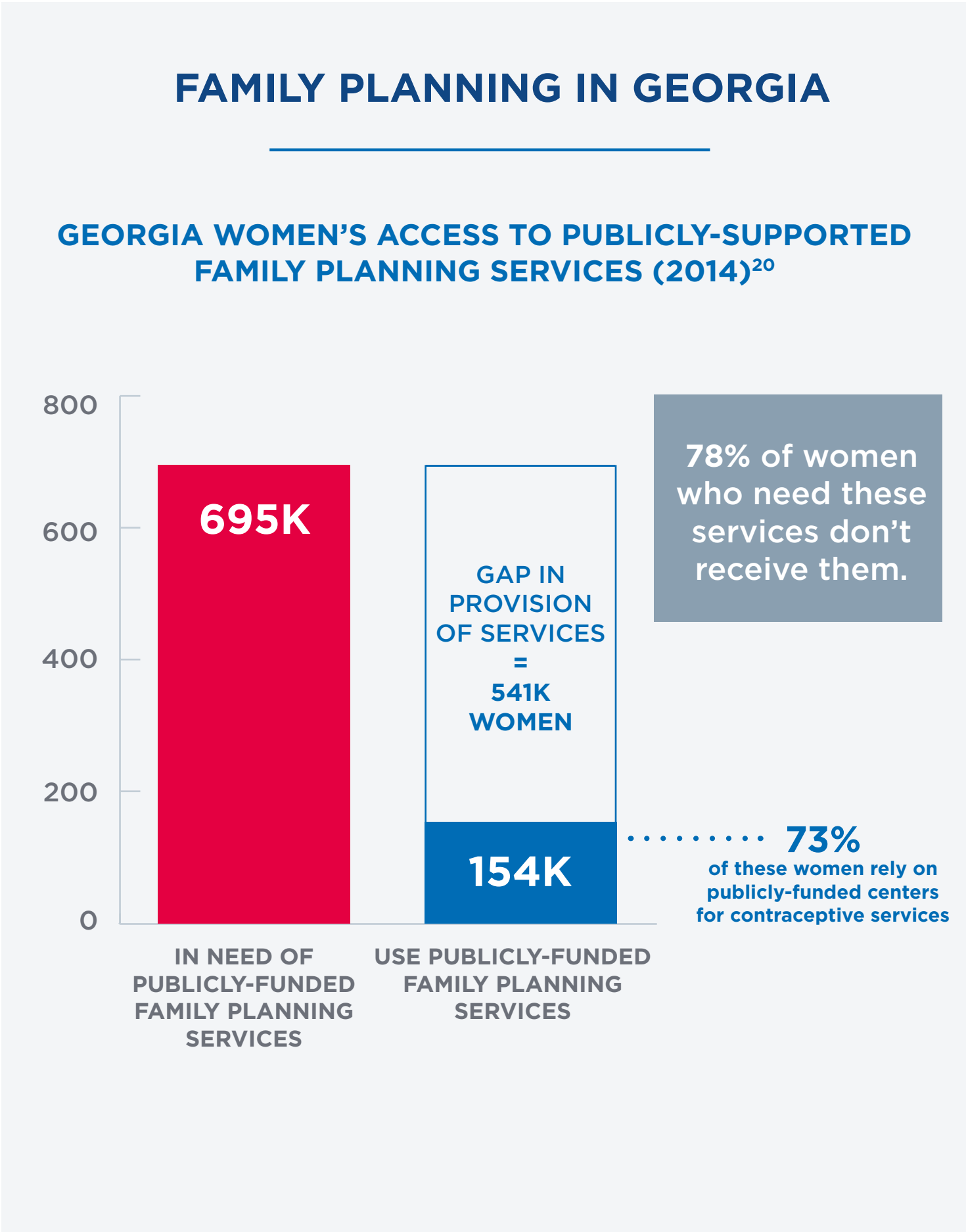
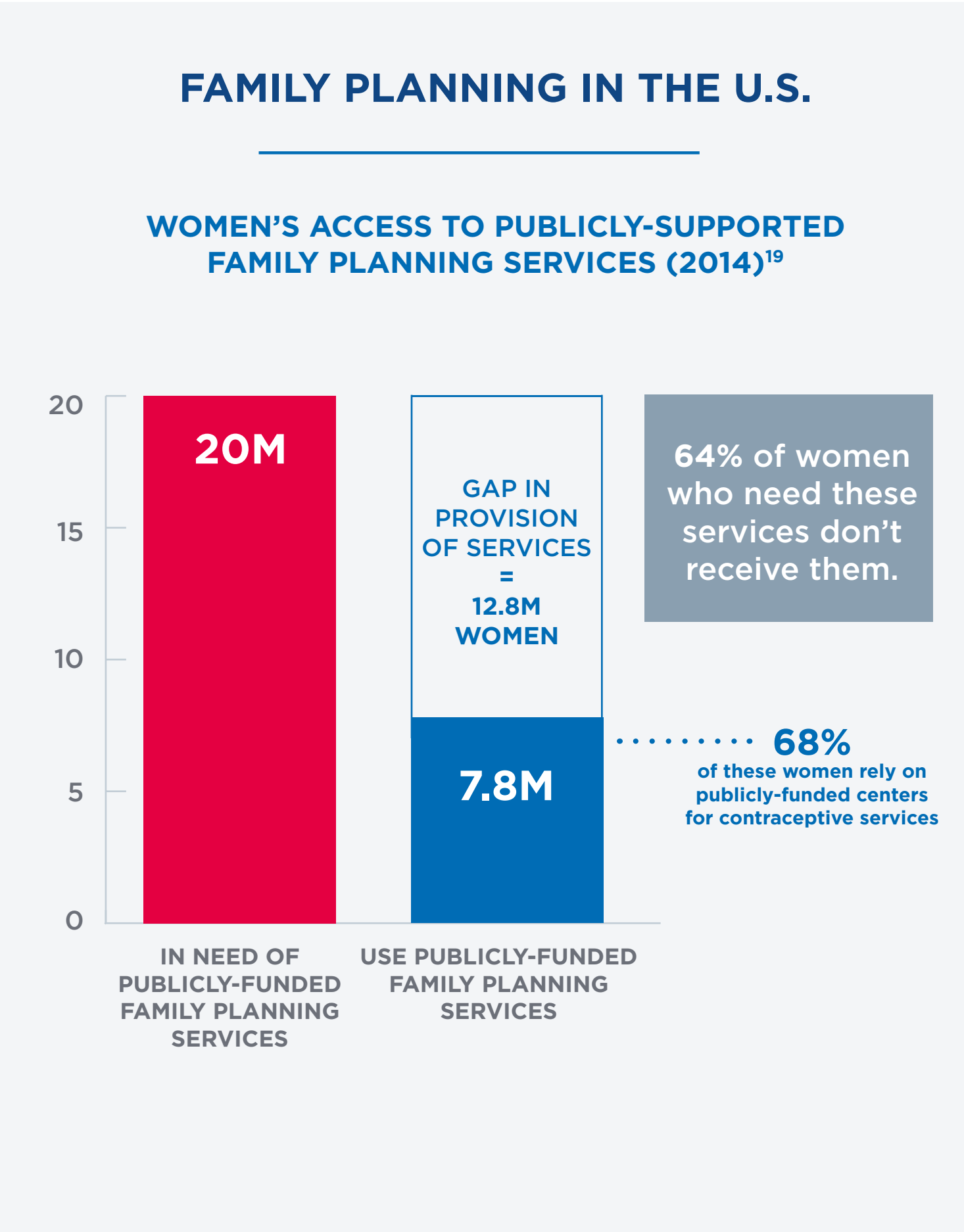
**LOWEST
WAGE GAP**

**GEORGIA
RANKING:
#15**

**HIGHEST
WAGE GAP**


FAMILY PLANNING SERVICES REDUCE UNPLANNED PREGNANCIES AND SAVE GEORGIA TAXPAYERS \$210M EVERY YEAR

Making contraception available to women who want it but could not otherwise afford it reduces the number of unplanned births, abortions, miscarriages, and babies born at low birth weight. Without publicly-supported family planning services, rates of unintended pregnancy and abortion in the U.S. would be 33% higher, and 23% higher in Georgia. Many of the women who require publicly-funded family planning services are young, nonwhite, low-income, or uninsured.¹⁸



FAMILY PLANNING SERVICES SAVE TAXPAYERS MONEY

For every \$1 invested in publicly-supported family planning services, the government saves \$7.09 in Medicaid expenditures. That's because these services reduce reproductive cancers, STIs, and unintended births - all of which add to health care costs.²¹



YOU CAN SPEND...

\$1

ON FAMILY PLANNING

OR

\$7.09

IN MEDICAID EXPENSES

In 2010, family planning services in Georgia saved the government²²:

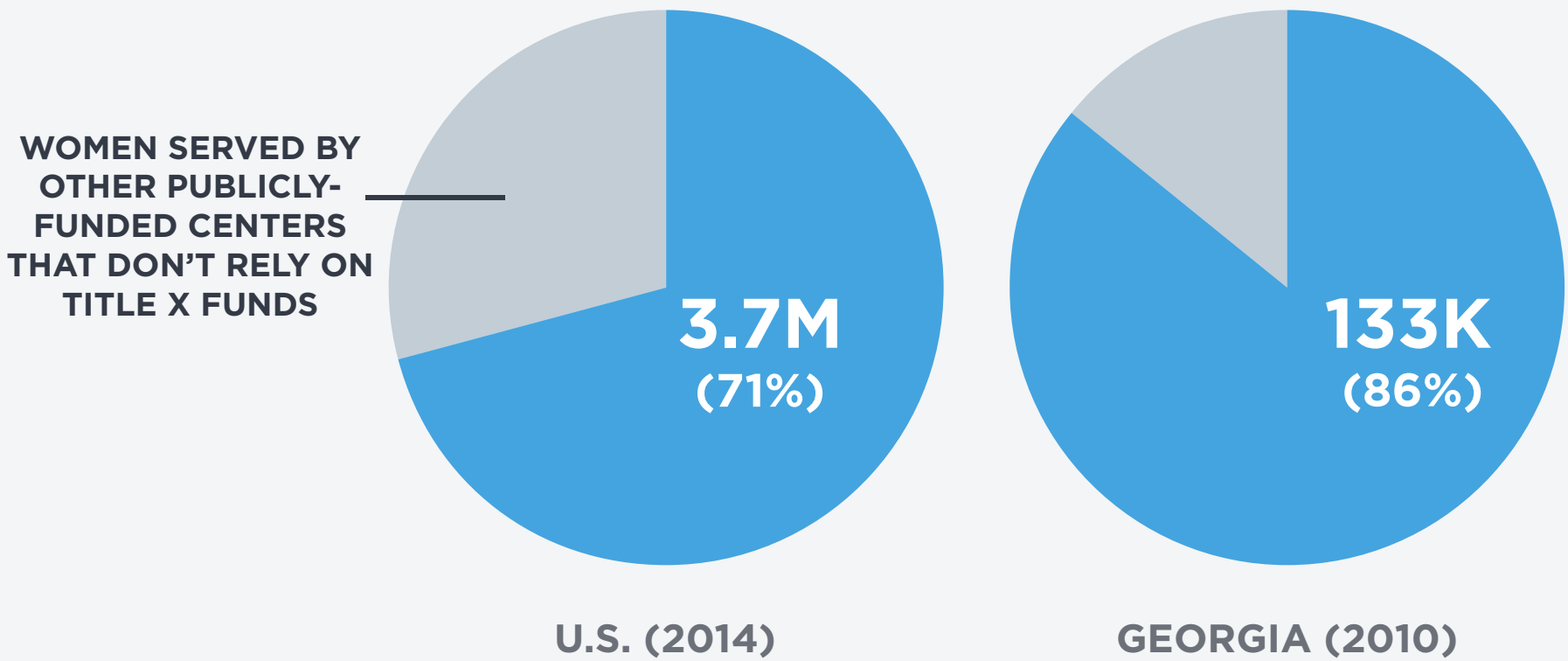
\$210 MILLION

THE TRUMP ADMINISTRATION AND GEORGIA LEGISLATURE POSE THREATS TO FUNDING FOR AND ACCESS TO FAMILY PLANNING

FEDERAL THREATS

In 2018, the Trump Administration proposed a new gag rule policy for Title X that will affect the nearly **4 million** people who rely on this program for affordable birth control and other related services.²³

WOMEN SERVED BY PUBLICLY-FUNDED HEALTH CENTERS THAT RECEIVE TITLE X FUNDING^{24, 25}



WOMEN IN GEORGIA ARE MORE RELIANT ON TITLE X CENTERS

Health centers that rely on Title X funding serve 86% of women that visit publicly-funded facilities in Georgia. This is higher than the national percentage of 71%.

The rule prevents doctors, nurses and other Title X providers from informing patients about safe and legal access to abortion. It also blocks Title X funding from going to health centers that provide abortion services – regardless of how the funding is spent.

STATE-LEVEL THREATS



This year, Georgia’s governor signed HB 481. The law bans abortion at six weeks – before many women even realize they are pregnant. In October of 2019, a federal judge temporarily blocked the law, which would’ve gone into effect in January.²⁶

According to the Guttmacher Institute, Georgia, when compared to other states, **leans hostile** to abortion rights²⁷:

- In 2017, **95%** of Georgia counties had no clinics that provided abortions and **55%** of Georgia women lived in those counties.²⁸
- Patients are required to receive counseling and wait 24 hours before procedure is performed.²⁹
- Health plans offered in the state’s health exchange under the ACA only cover abortion in cases of life endangerment to the women.³⁰

FEMALE EXECUTIVES SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Business Forward conducted a survey with GBA Strategies and Bellwether Research & Consulting (December 2017).³¹ The poll surveyed 1,500 American women across age, race, professional status, educational attainment, geographic area, and political spectrum on their perspectives on the issues facing women in the workplace today.

Eighty-six percent of female executives believe that being able to time and plan parenthood is critical to a woman's professional development and her family's financial security – and 90% believe access to birth control is critical to family planning. There is significant evidence to support these beliefs. For example, 10% of the narrowing of the gender pay gap during the 1980s and 31% during the 1990s can be attributed to early access to the Pill.³²

Access to contraception helps women pursue higher degrees of education and establish in professional careers. The Pill accounted for more than 30% of the increase in the proportion of women in skilled careers from 1970 and 1990.³³

TIMING PARENTHOOD MATTERS

HOW IMPORTANT HAS THE ABILITY TO PLAN IF AND WHEN TO HAVE CHILDREN BEEN FOR YOUR ABILITY TO PURSUE YOUR PROFESSIONAL AND CAREER GOALS?³⁴

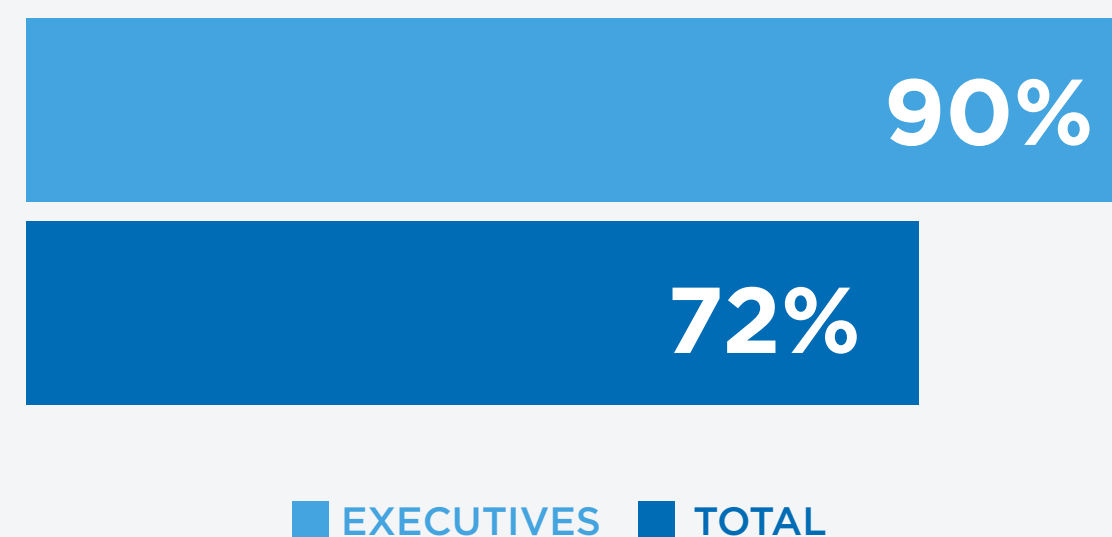
(PERCENT THAT BELIEVE IT IS IMPORTANT)



BIRTH CONTROL IS CRITICAL TO TIMING PARENTHOOD

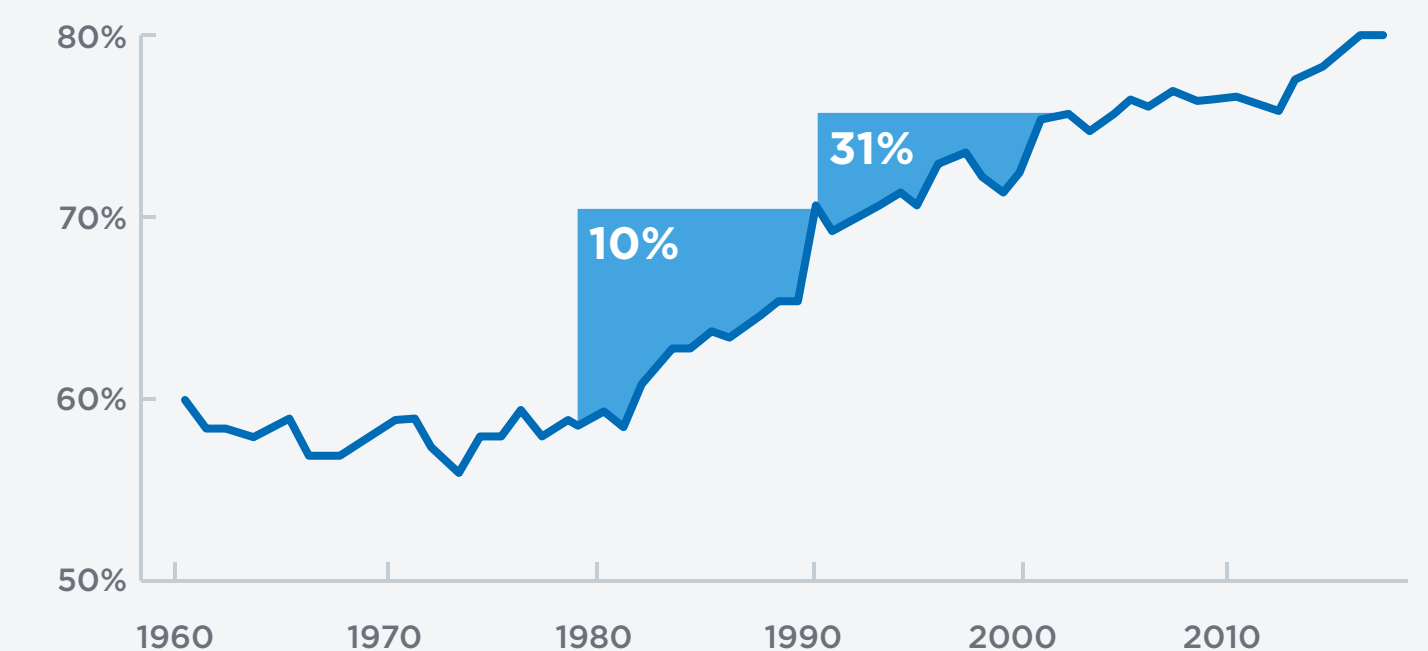
HOW IMPORTANT HAS ACCESS TO BIRTH CONTROL BEEN IN YOUR ABILITY TO PLAN THE SIZE OF YOUR FAMILY?³⁵

(PERCENT THAT BELIEVE IT IS IMPORTANT)



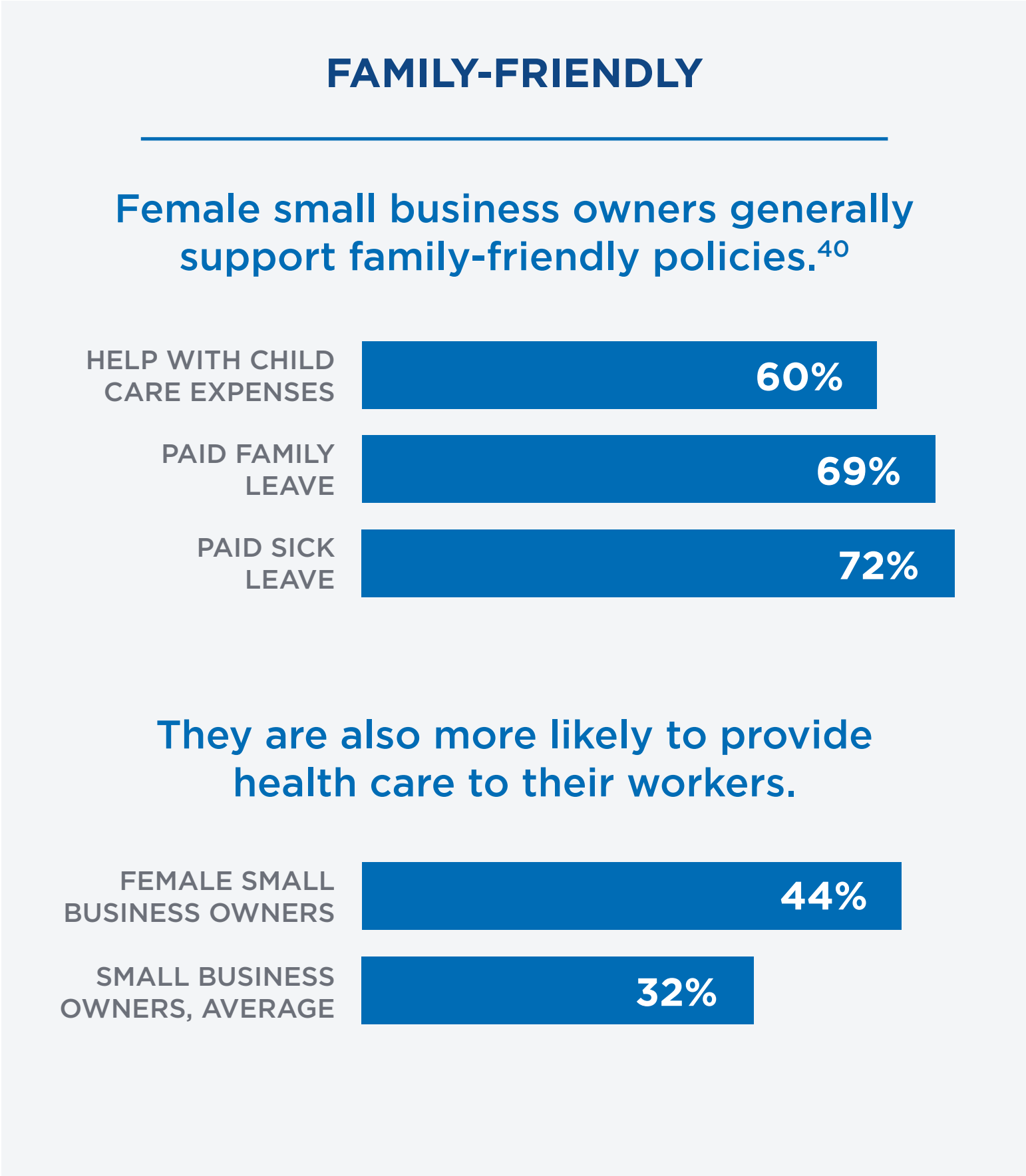
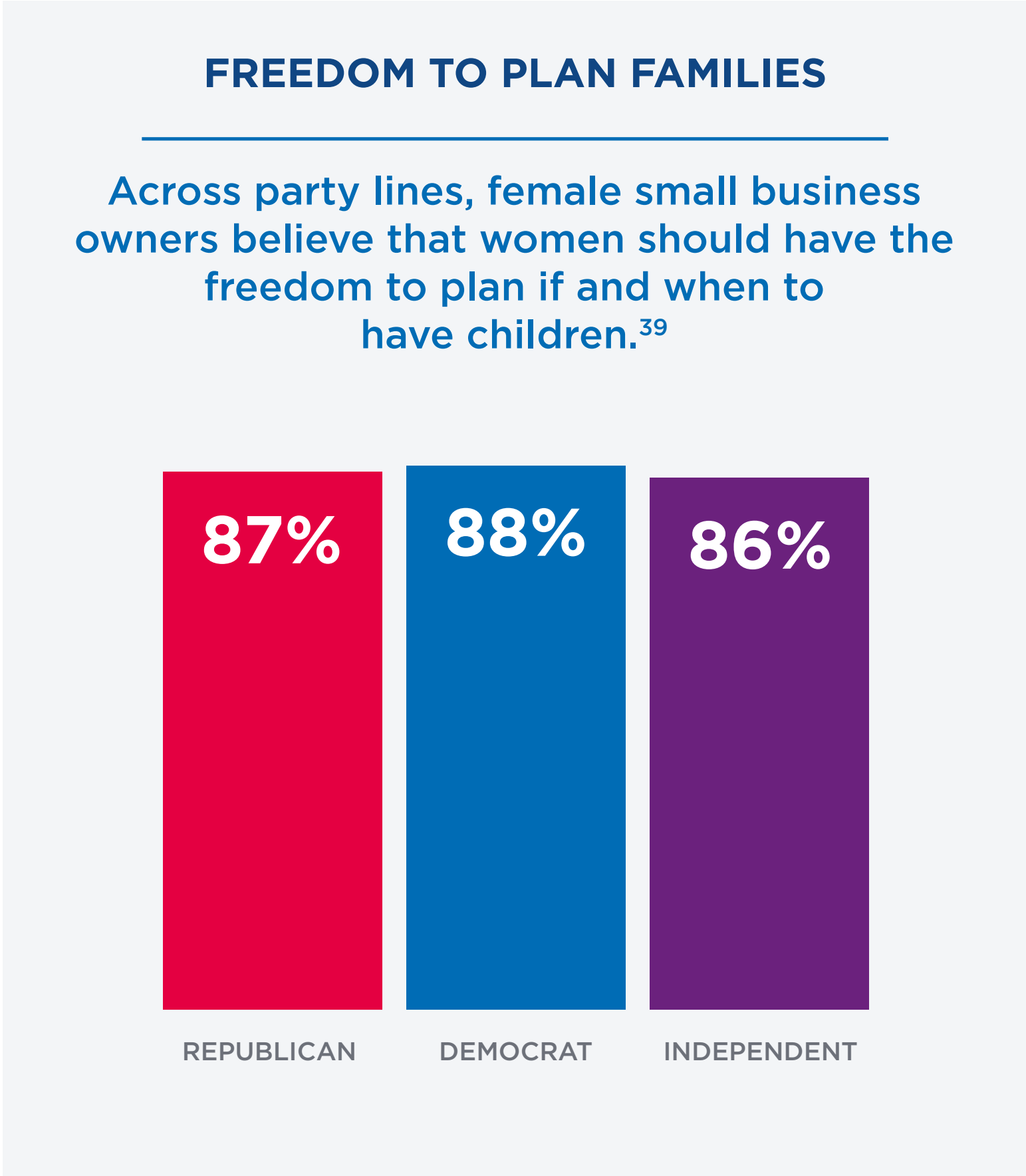
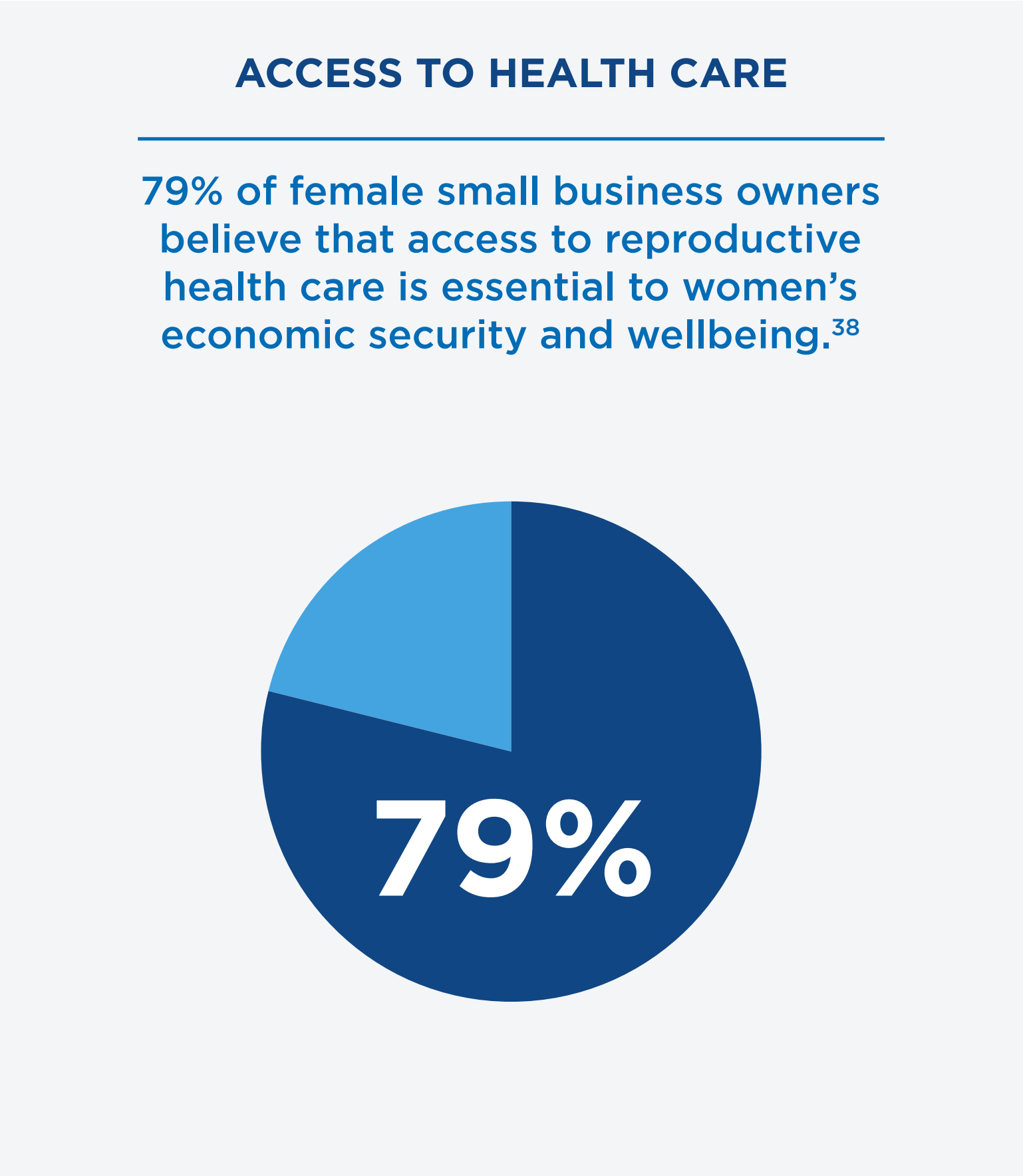
LABOR FORCE PARTICIPATION AND BIRTH CONTROL

10% OF THE NARROWING OF THE GENDER PAY GAP DURING THE 1980S AND 31% DURING THE 1990S CAN BE ATTRIBUTED TO EARLY ACCESS TO THE PILL.³⁶



FEMALE SMALL BUSINESS OWNERS SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

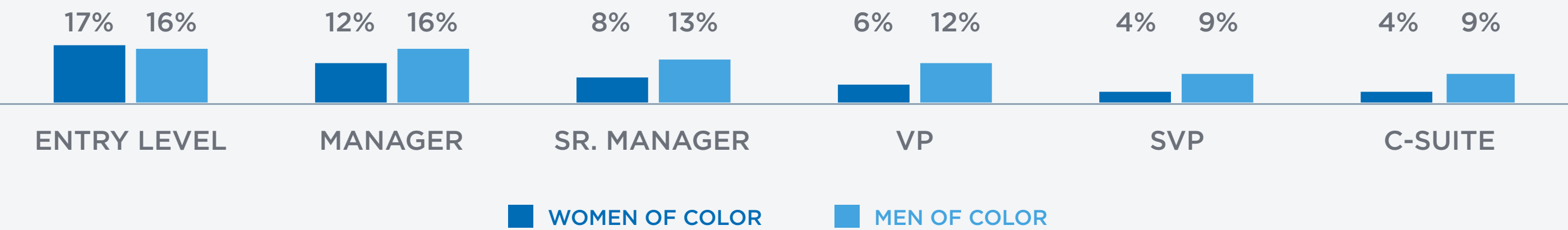
Nearly one-third of small businesses are owned by women. Their 11 million businesses contribute \$1.6 trillion to the U.S. economy each year. They are also more likely to provide health insurance to their employees than male small business owners. A survey of female small business owners by Small Business Majority (2018) demonstrates the importance of reproductive health care to their professional development and their families' financial security.³⁷



FOR WOMEN OF COLOR WHO FACE ADDITIONAL BARRIERS IN THE WORKPLACE, ACCESS TO REPRODUCTIVE HEALTH CARE IS CRITICAL

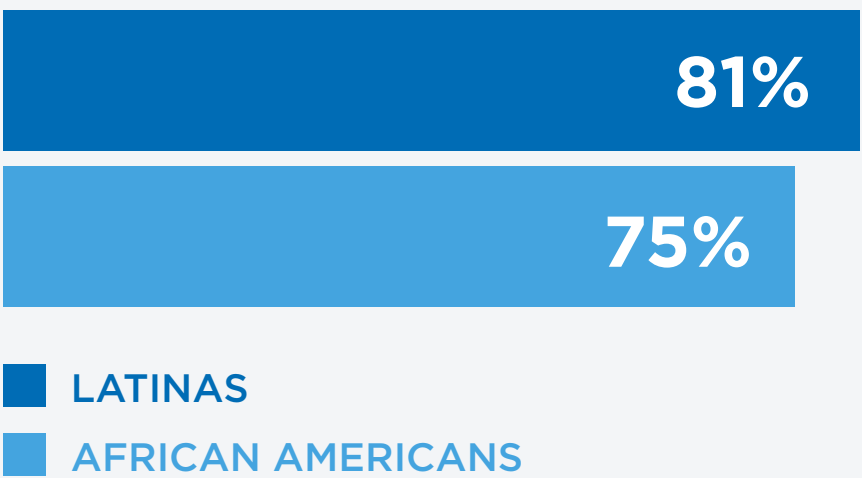
REPRESENTATION IN THE CORPORATE PIPELINE⁴¹

Women of color face greater institutional barriers to promotion in the workplace, and that suggests access to reproductive health care matters more to their careers.

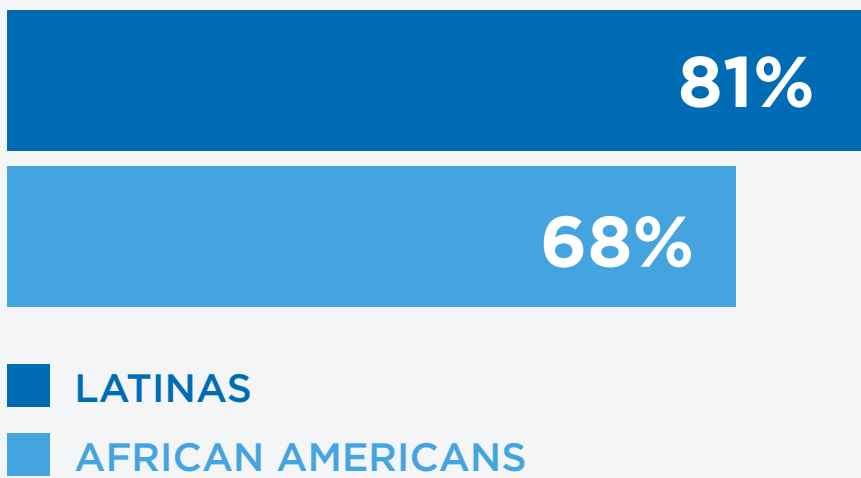


FREEDOM TO PLAN FAMILIES⁴²

How important has the ability to plan if and when to have children been for your ability to pursue your personal professional or career goals? (% that believe it's important)



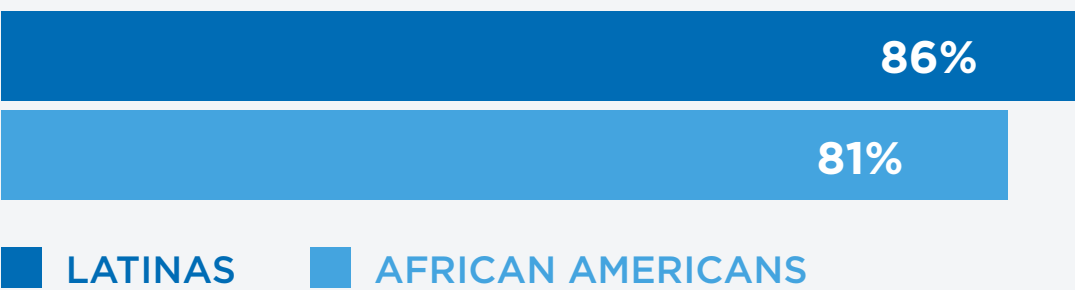
How important has access to birth control been in your ability to plan the size of your family? (% that believe it's important)



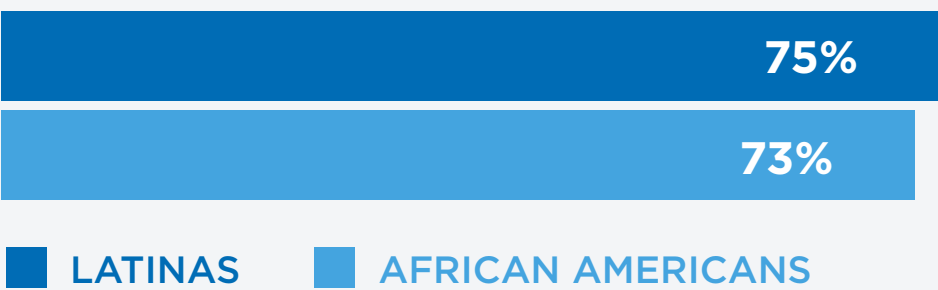
ACCESS TO BIRTH CONTROL AND HEALTH CARE⁴³

Women of color overwhelmingly support requiring insurance to cover birth control and making sure all women have coverage for routine medical care like mammograms and pap smears - even if they don't have health insurance.

REQUIRE COVERAGE FOR WOMEN'S ROUTINE MEDICAL CARE

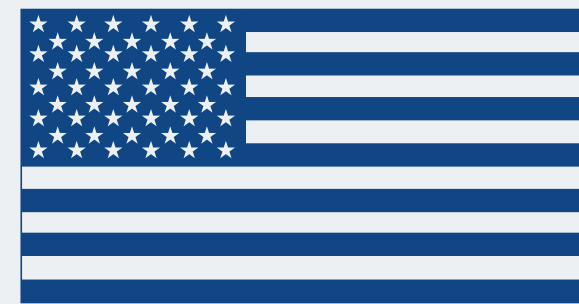


REQUIRE COVERAGE OF BIRTH CONTROL

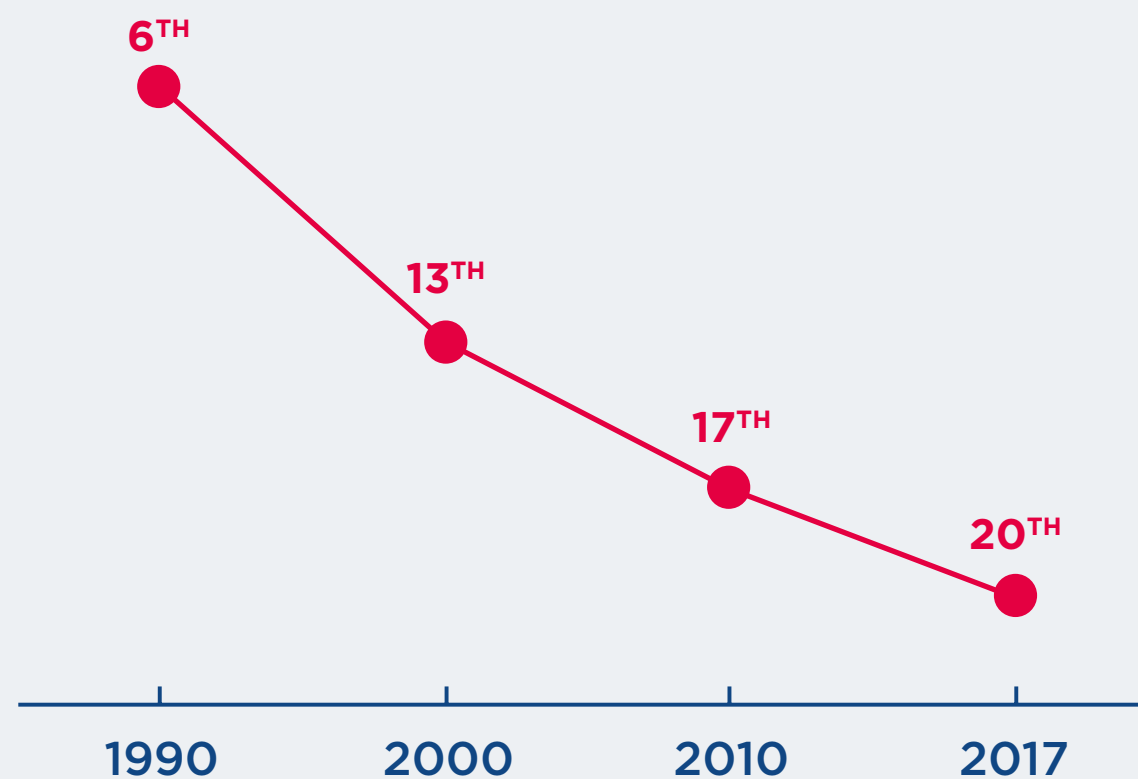


OUR GLOBAL COMPETITORS SPEND THREE TIMES MORE SUPPORTING WOMEN – AND IT’S BOOSTING THEIR ECONOMIES

Once a leader, the U.S. now ranks 20 out of 22 advanced economies in prime-age female labor participation.⁴⁴
In 2015, other OECD members spent more than three times more subsidizing family benefits (as a share of GDP) than the U.S.⁴⁵



U.S. RANKING FOR LABOR FORCE PARTICIPATION RATE, 1990-2017^{46, 47}



WOMEN'S LABOR FORCE PARTICIPATION RATE⁴⁹

U.S. = 66.2%
CANADA = 74%



The reason Canadian women are much more likely to be in the workforce than their U.S. counterparts comes down to three decades of public policies and business incentives.⁴⁸



- BETH ANN BOVINO
S&P GLOBAL

“While Canada began adjusting public policies and business incentives over three decades ago, the U.S. is just recently considering solutions, and these initiatives seem far from implementation.”

— Citi GPS,
Women in the Economy II
(November, 2017)



“If the U.S. expands women-friendly policies to the level of other European countries, the women’s labor force participation rate could reach 82.0%.”⁵⁰

— Blau & Kahn,
National Bureau of
Economic Research (2013)

GEORGIA BUSINESS LEADERS SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Dear Elected Officials,

Here's what business leaders know: The freedom to plan our futures — including if and when to have children — is key to a woman's professional and personal success. Without robust contributions from more than half the U.S. population, our workforce grinds to a halt — and so does economic growth.

Current U.S. policies pose a threat to the country's economy and hurt national productivity. After decades of headway, gender equity has stalled. Even as women earn more college degrees, men earn more money. Women's workforce participation in our country is almost dead last — ranking 20th — among 22 advanced global economies.

If we advanced policies that help women participate in the workforce at the rate men do, the U.S. economy would grow by an additional \$1 trillion each year.

Instead of limiting access to women's health care, public officials should support policies that allow working women to thrive. Protecting and expanding reproductive health care can drive economic growth. Our families will be more stable, our businesses more productive, and our workforce stronger.

MORE THAN 175 GEORGIA BUSINESS LEADERS SIGNED THIS STATEMENT, INCLUDING:

Alan Armstrong, Stone Mountain	Helen Ownby, Saint Marys	Marilyn Pribanich, Norcross	Susan Foley, Savannah
Ann Good, Milledgeville	Herbert Samples, Saint Marys	Mark Koritz, Atlanta	Susan Nehez, Gordon
Ann Anglin, Dawsonville	Hilde Stiene, Acworth	Mark Click, Scottdale	Susie Payne, Smyrna
Ashley Wallace, Oakwood	Holly Muehlhausen, Cornelia	Mary Anne Fulton, Savannah	Tennille Medbury, Rome
Audrey Battiste, Atlanta	Irene Peterson, Roswell	Matthew Rollberg, Saint Simons Island	Teresa Bacon, Watkinsville
Barbara Lewis, Athens	Jack Edwards, Rincon	Mel Johnson, Augusta	Terri Zuckerman, Woodstock
Barbara Miles, Tucker	Jackie Goodman, Atlanta	Melissa Crawford, Fayetteville	Terri Gilreath, Atlanta
Becca Emerson, Decatur	James Wideman, Fayetteville	Michael Baker, Waycross	Timothy Reid, Gray
Becca Collins, Macon	James Lallement, Lilburn	Michael Blundell, Dallas	Valerie Roberts, Thomasville
Beth Daniell, Decatur	James Taylor, Bonaire	Milton Hill, Marietta	Vicki Weeks, Savannah
Beth Smith, Winder	Jana Cleveland, Warner Robins	Misty Tyner, Stone Mountain	Victoria Touchstone, Marietta
Beth Stubbs, Marietta	Jane Fullam, Suwanee	Mitchell Foreman, Pearson	Vilma Levy, Covington
Bill Kerby, Waycross	Janet Mariette, Savannah	Myra Wood, Marietta	Virginia Lentz, Dawsonville
Brenda Sherrill, Atlanta	Janet Simonian, Cumming	Nancy Miles, Lagrange	Virginia Hammet, Roberta
Brenda Winkle, Clayton	Janice Mengel, Covington	Nancy Shofner, Blairsville	Walter Davis, Macon
Burke Hill, Atlanta	Jayne Somogy, Conyers	Nancy Hutchison, Acworth	
Cammie Watson, Tiger	Jean Nash-Pullian, Royston	Nelson Jackson, Atlanta	
Carol Phelps, Atlanta	Jeannie Crawford, Cleveland	Nelson Hebert, Marietta	
Carol Lakso, Savannah	Jessica Clark, Evans	Nelwyn Stone, Woodstock	
Carolyn Starr, Bethlehem	Jill Christenson, Saint Marys	Norris Wootton, Sasser	
Cathy Norcross, Marietta	Jinx Haley, Clarkesville	Otis Gray, Decatur	
Cathy Parham, Rome	Joy Gould, Douglasville	Pat Mat, Mansfield	
Celeste Miillen, Atlanta	Judith Horton, Atlanta	Patricia March, Cumming	
Celia Page, Columbus	Judith Baird, Peachtree Corners	Patricia Holt, Lawrenceville	
Chris Lambrecht, Atlanta	Judith Odrezin, Savannah	Paul Brown, Tucker	
Christy Black, Clayton	Judy Brouillette, Columbus	Paula Hunter, Savannah	
Chuck McPherson, Lawrenceville	Judy Bean, Savannah	Phyllis Lowe, Woodstock	
Clarence Rosa, Lilburn	Jutta Ratliff, Ball Ground	Rachel Graziose, Marietta	
Corey Walker, Dahlonega	Kadriye Cale, Marietta	Rebecca Myrkle, Rincon	
Dan Henderson, Augusta	Karen Fain, Clarkesville	Rebecca Clark, Duluth	
Dawn Mayo, Lyons	Karishma Brough, Tucker	Retha Pittman, Sylvester	
Deb Morelli, Decatur	Katherine Teel, Decatur	Richard Fehr, Sharpsburg	
Diana Walker, Kingston	Kathryn Tomaschik, Atlanta	Robert Sanders, Temple	
Diane Childs, Waycross	Kimberlyn Carter, Macon	Robert Fritz, Atlanta	
Dollie West, Montezuma	LaTonia Patterson, Atlanta	Robert Pracht, Alpharetta	
Donna Goddard, Decatur	Latresha Jackson, Cumming	Roberta Smith, Powder Springs	
Dorothy Gaines, Atlanta	Laverne Whetstone, Roswell	Sally Spelbring, Lawrenceville	
Doug McLeod, Columbus	Lenward Bentley, Woodbury	Sally Patterson, Hiawassee	
Elizabeth Culver, Decatur	Lillian Glickman, Alpharetta	Sam Booher, Augusta	
Eric John, Warner Robins	Linda Farley, Smyrna	Sandra Karlin, Savannah	
Eric James, Warner Robins	Lisa Morring, Austell	Sara Jones, Marietta	
Eston Clarke, Madison	Lorene Jackson, Atlanta	Seth McConnell, Rome	
Felice Shapiro, Athens	Loretta Paraguassu, Alpharetta	Sharon Box, Powder Springs	
Frank Smith, Cairo	Louisa Lasher, Mansfield	Sherrill Gary, Fayetteville	
Freya Harris, Atlanta	Louise Rose Blume, Clermont	Sherry Coley, Rocky Face	
Gail Cooperman, Alpharetta	Lucie Lott, Cartersville	Sheryl Knuth, Alpharetta	
Gary Smith, Lakeland	Lucy Stembridge, Forest Park	Stephanie McFarland, Braselton	
Gertrude Robinson, McDonough	Lyn Scott, Atlanta	Steven Beverly, Waycross	
Glenna Shaw, Clarkesville	Lynn Bonner, Atlanta	Su Waldron, Thomasville	
Gurmit Singh Khera Khera, Evans	Maddeline Shelton, Lithonia	Susan Martin, Newnan	
Gwendolyn Myers, Flowery Branch	Margaret Horn, Lilburn	Susan Hicks, Conyers	
Hannah Curran, Eastanollee	Margaret Abrams, Dallas	Susan Greene, Mc Caysville	

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