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. 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 cents in Georgia. They are working 26.4% more hours per year than they did in 1980 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. 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. The U.S., once a leader, now ranks 20th out of the world’s 22 advanced economies on women’s labor participation rate.

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 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. 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)\textsuperscript{12,13}
WOMEN IN GEORGIA EARN 83 CENTS FOR EVERY DOLLAR MEN MAKE

WAGE GAP

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

WOMEN OF COLOR

The gap is larger for women of color:

LATINAS $0.50
AFRICAN AMERICANS $0.63

SMALL BUSINESSES

At the current rate, women will not reach parity with men until: 2055

41% of Georgia businesses are women-owned.

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 IN THE U.S.

IN NEED OF PUBLICLY-FUNDED FAMILY PLANNING SERVICES

USE PUBLICLY-FUNDED FAMILY PLANNING SERVICES

WOMEN’S ACCESS TO PUBLICLY-SUPPORTED FAMILY PLANNING SERVICES (2014)19

- 20M

- 7.8M

- 12.8M

- 64% of women who need these services don’t receive them.

- 68% of these women rely on publicly-funded centers for contraceptive services

GAP IN PROVISION OF SERVICES

FAMILY PLANNING IN GEORGIA

IN NEED OF PUBLICLY-FUNDED FAMILY PLANNING SERVICES

USE PUBLICLY-FUNDED FAMILY PLANNING SERVICES

GEORGIA WOMEN’S ACCESS TO PUBLICLY-SUPPORTED FAMILY PLANNING SERVICES (2014)20

- 695K

- 154K

- 541K

- 78% of women who need these services don’t receive them.

- 73% of these women rely on publicly-funded centers for contraceptive services

GAP IN PROVISION OF SERVICES

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...

ON FAMILY PLANNING

OR

IN MEDICAID EXPENSES

$1

$7.09

$210

MILLION

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

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

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

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
Business Forward conducted a survey with GBA Strategies and Bellwether Research & Consulting (December 2017). 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.

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.

**FEMALE EXECUTIVES SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE**

**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? (PERCENT THAT BELIEVE IT IS IMPORTANT)
  - EXECUTIVES: 86%
  - TOTAL: 75%

**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? (PERCENT THAT BELIEVE IT IS IMPORTANT)
  - EXECUTIVES: 90%
  - TOTAL: 72%

**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.
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

**ACCESS TO HEALTH CARE**

79% of female small business owners believe that access to reproductive health care is essential to women’s economic security and wellbeing.38

**FREEDOM TO PLAN FAMILIES**

Across party lines, female small business owners believe that women should have the freedom to plan if and when to have children.39

**FAMILY-FRIENDLY**

Female small business owners generally support family-friendly policies.40

- Help with child care expenses: 60%
- Paid family leave: 69%
- Paid sick leave: 72%

They are also more likely to provide health care to their workers.

- Female small business owners: 44%
- Small business owners, average: 32%
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.

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)

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<th>LATINAS</th>
<th>AFRICAN AMERICANS</th>
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<td>HOW IMPORTANT</td>
<td>81%</td>
<td>75%</td>
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How important has access to birth control been in your ability to plan the size of your family? (% that believe it’s important)

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<td>HOW IMPORTANT</td>
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<td>68%</td>
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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

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<tr>
<td>REQUIRE COVERAGE</td>
<td>86%</td>
<td>81%</td>
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Require coverage of birth control

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<td>REQUIRE COVERAGE</td>
<td>75%</td>
<td>73%</td>
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Once a leader, the U.S. now ranks 20 out of 22 advanced economies in prime-age female labor participation. In 2015, other OECD members spent more than three times more subsidizing family benefits (as a share of GDP) than the U.S.

WOMEN’S LABOR FORCE PARTICIPATION RATE

- 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.”

— 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%.”

— Blau & Kahn, National Bureau of Economic Research (2013)
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 humanitarian 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, U.S. economic growth would reach 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
Ann Good, Milledgeville
Ann Anglin, Dawsonville
Ashley Wallace, Oakwood
Audrey Battiste, Atlanta
Barbara Lewis, Athens
Barbara Miles, Tucker
Becca Emerson, Decatur
Becca Collins, Macon
Beth Daniel, Decatur
Beth Styx, Warner Robins
Beth Stubbs, Marietta
Bill Kerby, Hall
Brenda Sherrill, Atlanta
Brenda Winkla, Columbus
Buckie Hill, Atlanta
Cammie Watson, Tiger
Carol Burch, Atlanta
Carol Lakso, Savannah
Carolyn Starr, Bethelheim
Cathy Norcross, Marietta
Cathy Parham, Rome
Celoste Millen, Atlanta
Celia Page, Columbus
Chris Lambrecht, Atlanta
Christy Black, Clayton
Chuck McPherson, Lawrenceville
Clarence Rosia, Lilburn
Corey Walker, Dahlonega
Dan Henderson, Augusta
Dawn Mayo, Lyons
Deb Morelli, Decatur
Diana Walker, Kingston
Diane Childs, Waycross
Dollie West, Montezuma
Donna Goddard, Decatur
Dorothy Gaines, Atlanta
Doug McLeod, Columbus
Elizabeth Kinos, Atlanta
Eric John, Warner Robins
Eric James, Warner Robins
Eston Clarke, Madison
Felice Shapiro, Athens
Frank Smith, Cairo
Frey Harris, Atlanta
Gail McMillen, Dawsonville
Gurmit Singh Khra, Evans
Gwendolyn Myers, Flowery Branch
Hannah Curran, Eastanollee
Helen Owneby, Saint Marys
Herbert Sample, Saint Marys
Hilda Stiene, Acworth
Holly Muehlihausen, Cornelia
Irene Peterson, Roswell
Jack Edwards, Rincon
Jackie Goodman, Atlanta
James Wideman, Fayetteville
James Lalleen, Lilburn
James Taylor, Bonaire
Jana Cleveland, Warner Robins
Jane Fullam, Suwanee
Janel Marliet, Savannah
Janet Simonian, Cummington
Janice Mengel, Covington
Jayne Somogy, Conyers
Jean Nash-Pullian, Royston
Jeannie Crawford, Cleveland
Jessica Clark, Evans
Jill Christenson, Saint Marys
Jinx Haley, Clarkesville
Joy Gould, Douglasville
Joyce Jefferson, Atlanta
Judith Baird, Peachtree Corners
Judith Odrezn, Savannah
Judith Breul, Comer
Judith Bean, Savannah
Jutta Ratliff, Ball Ground
Kadiyre Cale, Marietta
Karen Pain, Clarksville
Karishma Brough, Tucker
Katherine Teel, Decatur
Kathryn Tomashke, Atlanta
Kimberly Carter, Waycross
LaTonia Patterson, Atlanta
Latresha Jackson, Cumming
Laverne Whetstone, Roswell
Laverne Whetstone, Woodbury
Lillian Glickman, Alpharetta
Linda Farley, Smyrna
Lisa Morris, Austell
Lorene Jackson, Atlanta
Loretta Paraguay, Alpharetta
Louisa Lanker, Mansfield
Louisa Rose Blume, Clermont
Lucie Lott, Cartersville
Lucy Stembridge, Forest Park
Lynn Scott, Atlanta
Lynn Bonner, Atlanta
Maddeline Shelton, Lithonia
Margaret Horn, Lilburn
Margaret Abrams, Dallas
Marlilyn Prabanch, Norcross
Mark Kozitz, Atlanta
Mark Clinks, Scottsdale
Mary Anne Fulton, Savannah
Matthew Rollberg, Saint Simon’s Island
Mel Johnson, Augusta
Melissa Crawford, Fayetteville
Michael Baker, Marietta
Michael Blundell, Dallas
Milton Hill, Marietta
Misty Tynes, Stone Mountain
Mitchell Foreman, Pearson
Myna Wood, Marietta
Nancy Miles, Lagrange
Nancy Shofner, Blairs ville
Nancy Hutchison, Acworth
Nelson Jackson, Atlanta
Nelson Henry, Marietta
Nelwyn Stone, Woodstock
Norris Woodton, Sasser
Otis Gray, Decatur
Pat Mat, Mansfield
Patricia March, Cumming
Patricia Holt, Lawrenceville
Paul Brown, Tucker
Paula Hunter, Savannah
Phyllis Lowe, Woodstock
Rachel Grazioso, Marietta
Rebecca Mykle, Rincon
Rebecca Clark, Duluth
Reba Pittman, Sylvester
Richard Fehr, Sharpsburg
Robert Sanders, Temple
Robert Fritz, Atlanta
Robert Pracht, Alpharetta
Robert Smith, Powder Springs
Sally Spillbrin, Lawrenceville
Sally Patterson, Milledgeville
Sam Booth, Augusta
Sandra Karlin, Savannah
Sara, Jones, Marietta
Seth McConnell, Rome
Sharon Box, Powder Springs
Sherrill Gary, Fayetteville
Sherry Coley, Rocky Face
Sheryl Knuth, Alpharetta
Stephanie McFarland, Braselton
Steven Beverly, Waycross
Su Waldron, Thomasville
Susan Martin, Newman
Susan Hicks, Conyers
Susan Greene, Mc Caysville
Susan Foley, Savannah
Susan Nehez, Gordon
Susie Payne, Smyrna
Tenille Medbury, Rome
Teresa Bacon, Watkinsville
Terri Zuckerman, Woodstock
Terri Gilreath, Atlanta
Timmyhand, Gray
Valerie Roberts, Thomasville
Vicki Weeks, Savannah
Victoria Touchstone, Marietta
Vilma Levy, Covington
Virginia Lentz, Dawsonville
Virginia Hammet, Roberta
Walter Davis, Macon

GEORGIA BUSINESS LEADERS SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Hannah Curran, Eastanollee
Gwendolyn Myers, Flowery Branch
Gurmit Singh Khra, Evans
Gwendolyn Myers, Flowery Branch
Hannah Curran, Eastanollee
REFERENCES

For more resources on this topic see:
Center for American Progress - The Women's Leadership Gap.
Citi GPS - Women in the Economy II.
S&P - The Key to Unlocking U.S. GDP Growth: Women.
Washington Center for Equitable Growth.
https://equitablegrowth.org/