ABOUT BUSINESS FORWARD

Business Forward, a national trade association, works with more than 100,000 business leaders across the country, including more than 6,000 here in Michigan. 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 300 Michigan 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.
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 78 cents² in Michigan. 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 other officials in Michigan 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. 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%.
Women in Michigan who work full-time, year-round earn 78 cents for every dollar men with similar jobs earn.

Over a career that leads to a deficit of:

$441,760

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

2084

37% of Michigan businesses are women-owned.

The gap is larger for women of color:

LATINAS
$0.58

AFRICAN AMERICANS
$0.63

Women of Color

Women of Color

Wage Gap

Lowest Wage Gap

MICHIGAN RANKING:
#36

Highest Wage Gap
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 27% higher in Michigan. 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

In 2010, family planning services in Michigan saved the government:

**$212 MILLION**
In 2018, the Trump Administration proposed a new gag rule policy for Title X that will affect nearly 4 million people who rely on this program for affordable birth control and other related services.23

The Michigan legislature is currently considering several bills restricting abortion, including a bill that bans the most common method of abortion after the first trimester. In May 2019, Governor Whitmer vetoed a “heartbeat” bill - a ban on abortions after cardiac activity is detected.26

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

- In 2017, 87% of Michigan counties had no clinics that provided abortions and 35% of Michigan 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

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.
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**

<table>
<thead>
<tr>
<th>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)</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXECUTIVES</td>
</tr>
<tr>
<td>86%</td>
</tr>
</tbody>
</table>

**BIRTH CONTROL IS CRITICAL TO TIMING PARENTHOOD**

<table>
<thead>
<tr>
<th>HOW IMPORTANT HAS ACCESS TO BIRTH CONTROL BEEN IN YOUR ABILITY TO PLAN THE SIZE OF YOUR FAMILY? (PERCENT THAT BELIEVE IT IS IMPORTANT)</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXECUTIVES</td>
</tr>
<tr>
<td>90%</td>
</tr>
</tbody>
</table>

**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.
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.

### 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.

### 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.

- **Republican**: 87%
- **Democrat**: 88%
- **Independent**: 86%

### FAMILY-FRIENDLY

Female small business owners generally support family-friendly policies.

- **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.

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.

### Representation in the Corporate Pipeline

<table>
<thead>
<tr>
<th>Level</th>
<th>Women of Color</th>
<th>Men of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Level</td>
<td>17%</td>
<td>16%</td>
</tr>
<tr>
<td>Manager</td>
<td>12%</td>
<td>16%</td>
</tr>
<tr>
<td>Sr. Manager</td>
<td>8%</td>
<td>13%</td>
</tr>
<tr>
<td>VP</td>
<td>6%</td>
<td>12%</td>
</tr>
<tr>
<td>SVP</td>
<td>4%</td>
<td>9%</td>
</tr>
<tr>
<td>C-Suite</td>
<td>4%</td>
<td>9%</td>
</tr>
</tbody>
</table>

### Freedom to Plan Families

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)

- **Latinas**: 81%
- **African Americans**: 75%

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

- **Latinas**: 81%
- **African Americans**: 68%

### Access to Birth Control and Health Care

Require coverage for women’s routine medical care

- **Latinas**: 86%
- **African Americans**: 81%

Require coverage of birth control

- **Latinas**: 75%
- **African Americans**: 73%
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.

"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)
MICHIGAN BUSINESS LEADERS SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Dear Elected Officials,

Please join the Michigan business leaders, executives, and employees who signed this statement, in support of reproductive health care for women.

Our company and our employees care deeply about equitable access to reproductive health care. As owners, managers, and employees, we believe all people, regardless of gender, should have access to the health care they need.

As business leaders, we advocate for reproductive health care policies that support women and our shared economy.

Our companies are committed to creating an inclusive culture where women’s health is prioritized and our workplace is welcoming to all employees.

We believe our companies’ strong support for reproductive health care is consistent with our mission, vision, and values.

Sincerely,

[Signatures of Michigan business leaders]
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/