



ISSUE BRIEF : Q2 2019

REPRODUCTIVE HEALTH CARE

► BUSINESSFORWARD

ABOUT BUSINESS FORWARD

Business Forward works with more than 100,000 entrepreneurs, investors, executives, and small business owners across the U.S. They represent a range of industries and business sizes. One in three are C-suite executives or own their own business. It is a highly active, civic-minded, bipartisan group.

Six in 10 members of our network are women. They are moderately more progressive and 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 with businesses to run and families to raise advocate for affordable health care, climate action, sensible immigration laws, and other reforms is among our most significant accomplishments.

As part of National Women's Health Week 2019, we are producing a series of reports 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.

This issue brief features research by S&P Global, Citigroup, McKinsey & Company, the Washington Center for Equitable Growth, and former Federal Reserve Chair Janet L. Yellen. It features surveys from Business Forward and Small Business Majority.

Future issue briefs will cover (1) the impact of reproductive health care on women of color and their families; (2) the impact of reproductive health care on women in highly skilled professions; and (3) further analysis on the potential impact of pro-family workplace policies, like child care tax credits.

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

**McKinsey
& Company**

**WOMEN IN THE WORKPLACE 2018
(OCTOBER 2018)**

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. Women earn 82 cents² for every dollar men make, and they are working 26.4% more hours per year than they did in 1980³, simply to stay above water.
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 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. While our competitors are making it easier for women to succeed at work, the U.S. is actually making it harder. The Trump Administration and Republicans in Congress are restricting reproductive health care, and family planning services.



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



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

KEY FACTS



UNDERREPRESENTED AT WORK

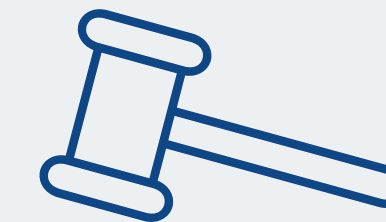
Women have been earning more bachelor degrees than men for 30 years, yet a woman still earns 82 cents for every dollar a man earns.⁷

Women are four times more likely to work in a low-paying profession, while men are nine times more likely to serve as a C-suite executive of a major company⁸. At the manager level, men outnumber women 3 to 2.⁹



GROWING IMPORTANCE OF REPRODUCTIVE HEALTH CARE

Women's advancement is directly linked to their ability to plan whether and when to have children and access to reproductive health care. Seventy-five percent of women say the ability to plan for their families has been important to their career and professional growth.¹⁰



CURRENT ATTACKS ON REPRODUCTIVE HEALTH CARE

Despite bipartisan support for reproductive health care, the Trump Administration and Republicans in Congress are promoting policies that make it harder – not easier – for women to succeed professionally.¹¹



\$1 TRILLION COST TO AMERICA'S ECONOMIC COMPETITIVENESS

The U.S., once a leader in women's workforce participation, ranks 20th out of 22 advanced economies. The cost?

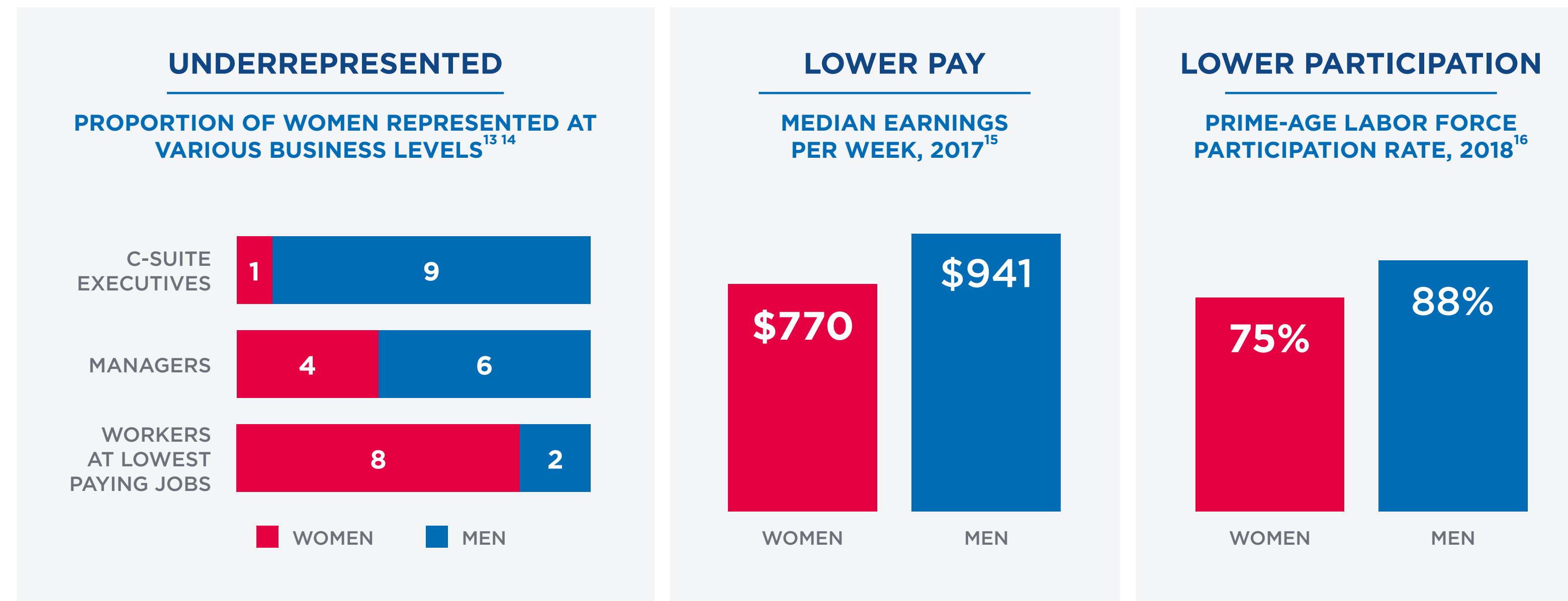
Between \$1 trillion and \$1.6 trillion in lost economic output each year.

While the U.S. moves in the wrong direction, our competitors are investing in reproductive health care and other women-friendly policies – and their economies are benefiting.

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

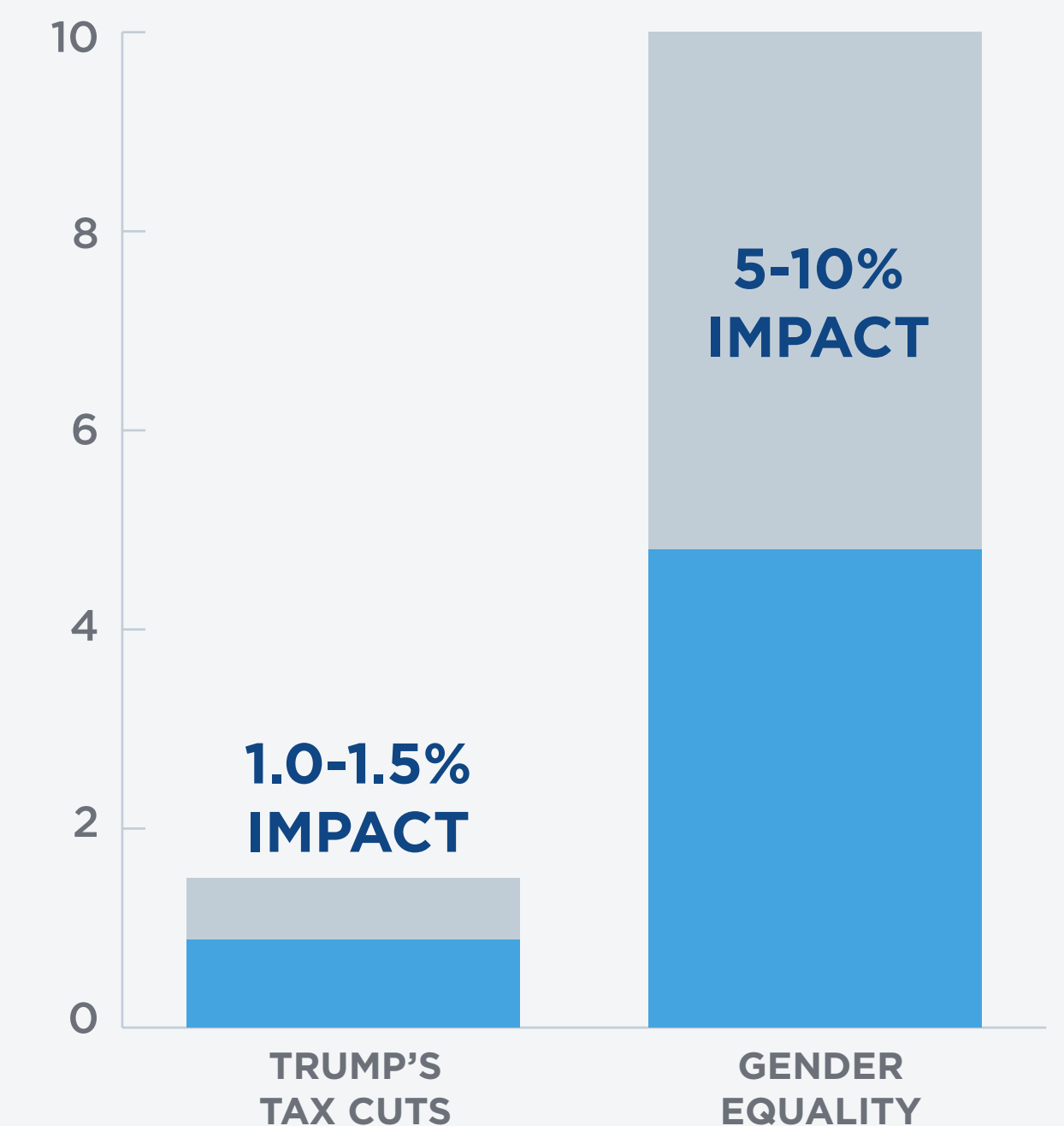
Women full-time workers earn just 82% of what their male counterparts earn. Women earn less, in part, because they tend to work in jobs and industries that pay less. In other words, they are overrepresented in low-paying jobs and underrepresented in higher paying ones. They are also less likely to be promoted. For every 100 men promoted to manager, 79 women are.¹² 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 \$19.4 trillion/year economy by 5% - or \$970 billion/year. McKinsey, S&P, and Citi estimate the impact of reducing the gender gap is between \$1 trillion and \$1.6 trillion.

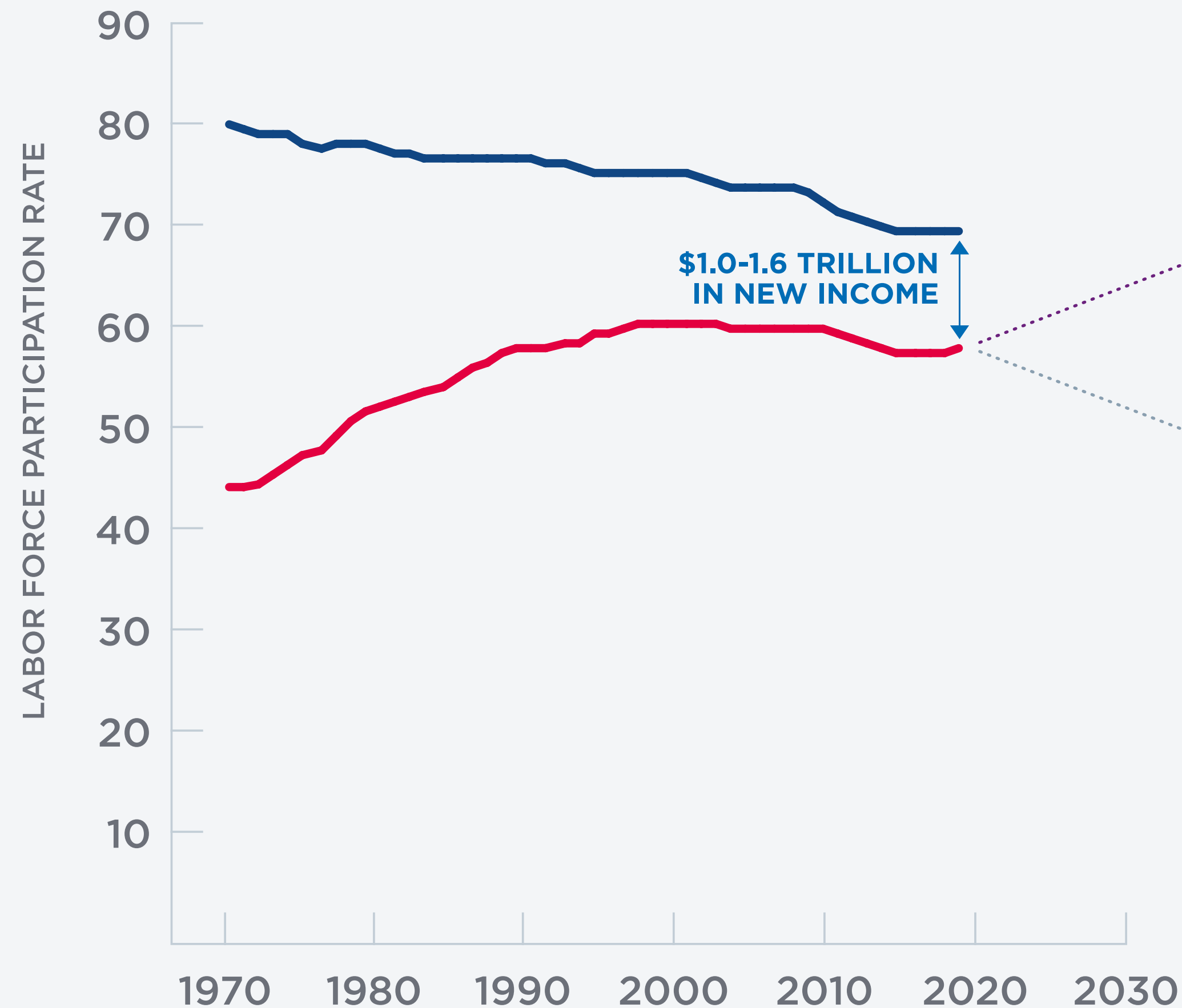


PROJECTED IMPACT ON U.S. ECONOMY, % GDP GROWTH FROM 2018-2021¹⁷

Whereas the 2017 tax law is projected to have a limited impact on the economy, enacting policies to close the gender gap would increase the GDP by 5-10%.



GOVERNMENT CAN HELP WORKING WOMEN OR IT CAN MAKE THEIR LIVES HARDER



SUPPORT WORKING WOMEN

- OFFER MORE FAMILY PLANNING SUPPORT
- HELP WITH CHILD CARE, FAMILY LEAVE
- PROMOTE EQUAL PAY
- ADDRESS WORKPLACE HARASSMENT



Closing the LWFP gap would increase our \$19.4 trillion/year economy by 5% - or \$970 billion/year.

UNDERMINE WORKING WOMEN

- RESTRICT FAMILY PLANNING
- IGNORE CHILD CARE, FAMILY LEAVE, EQUAL PAY, AND WORKPLACE HARASSMENT



Women remain overrepresented in low-paying jobs, underrepresented in high-paying jobs, and overworked at home. Our economy shrinks while our competitors' economies grow.

■ WOMEN

■ MEN

WOMEN EXECUTIVES ON REPRODUCTIVE HEALTH CARE

Business Forward conducted a survey with GBA Strategies and Bellwether Research & Consulting (December 2017).¹⁸ 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 women 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.¹⁹

Access to contraception helps women pursue higher degrees of education and become established in professional careers. The Pill accounted for more than 30% of the increase in the proportion of women in skilled careers from 1970 and 1990.²⁰

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)

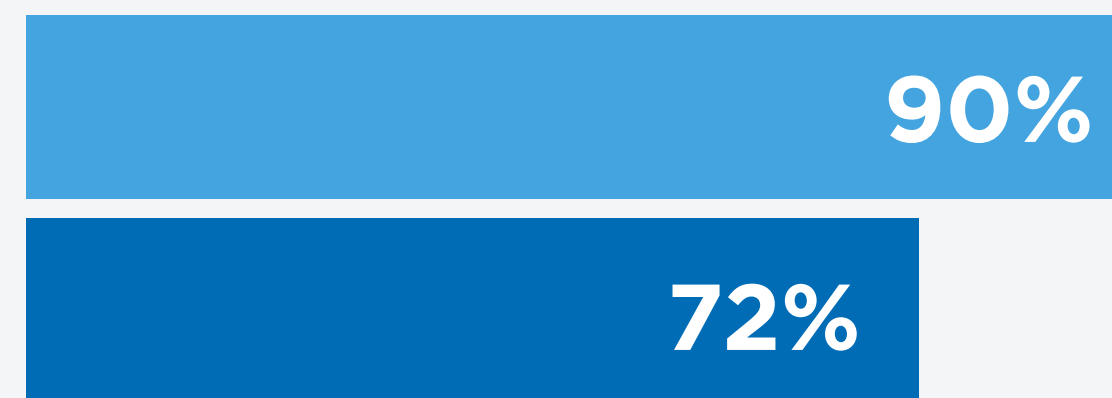


■ EXECUTIVES ■ TOTAL

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?

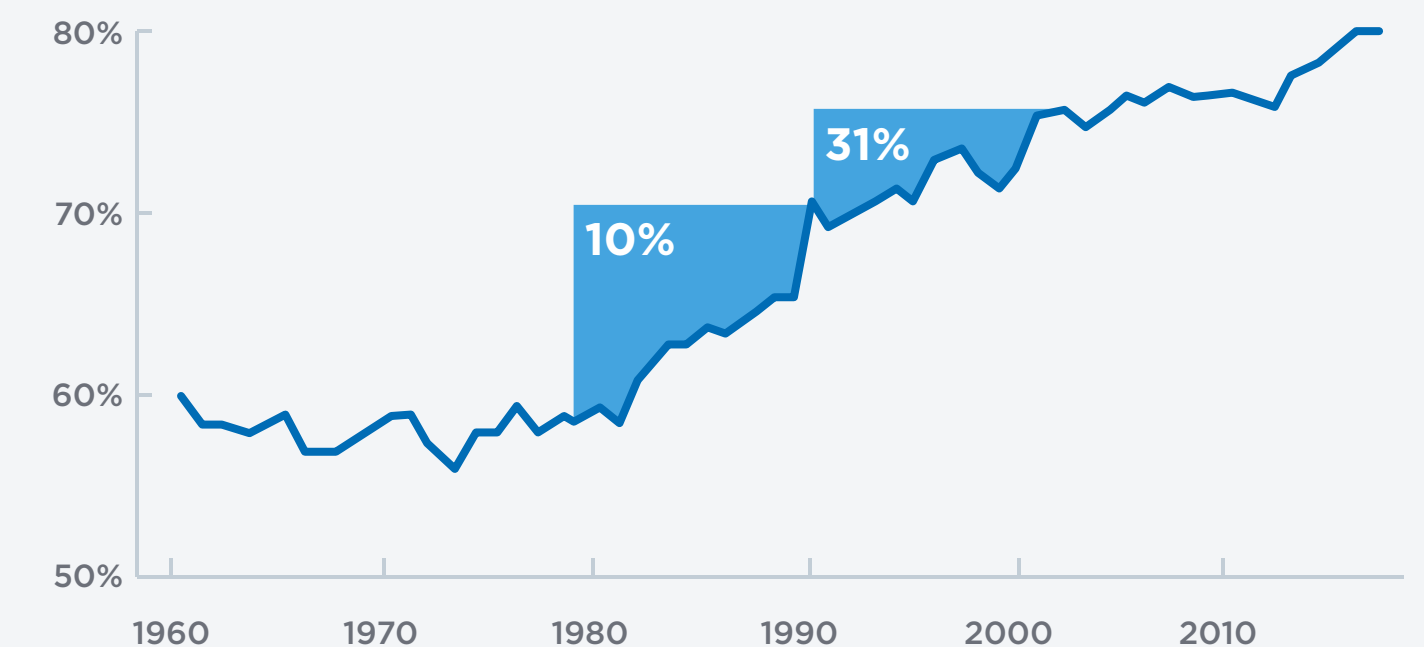
(PERCENT THAT BELIEVE IT IS IMPORTANT)



■ EXECUTIVES ■ TOTAL

LABOR FORCE PARTICIPATION²¹ 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.

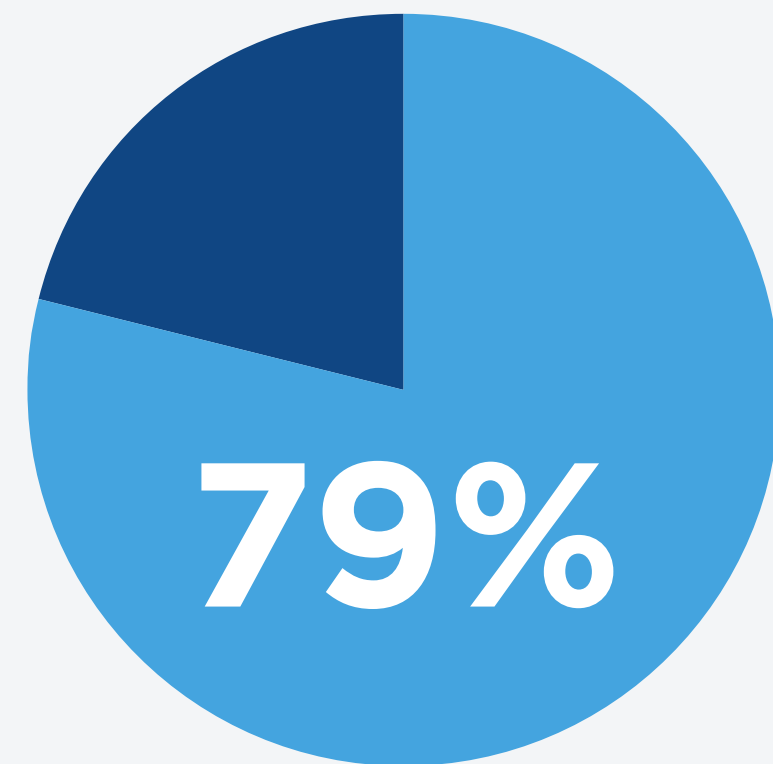


WOMEN SMALL BUSINESS OWNERS ON REPRODUCTIVE HEALTH CARE

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 women small business owners by Small Business Majority (2018) demonstrates the importance of reproductive health care to their professional development and their families' financial security.²²

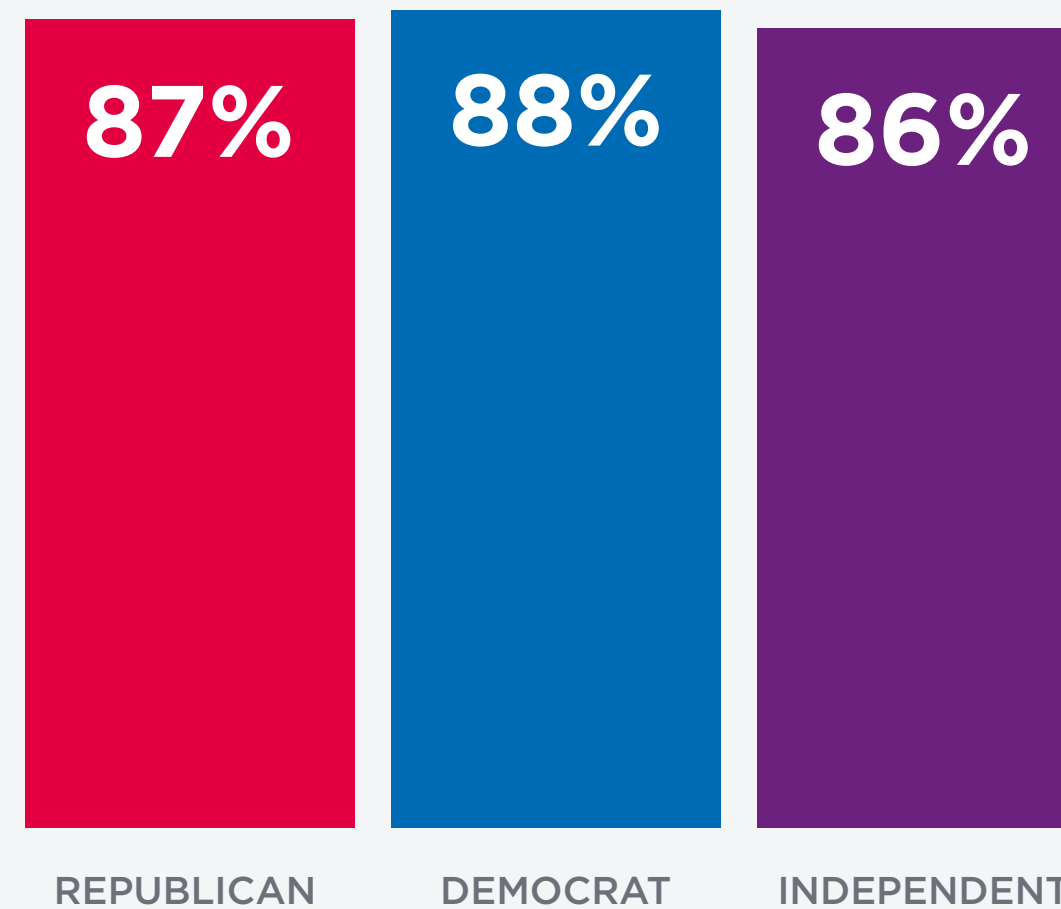
ACCESS TO HEALTH CARE

79% of women 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, women small business owners believe that women should have the freedom to plan if and when to have children.



FAMILY FRIENDLY

Women small business owners generally support family-friendly policies.



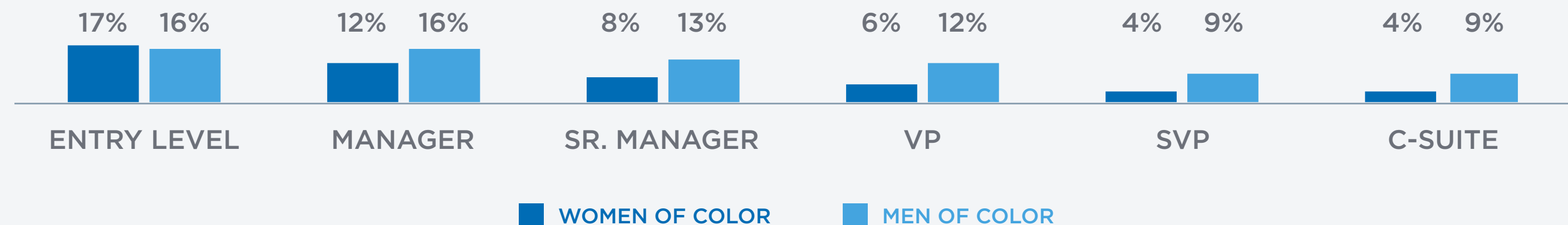
They are also more likely to provide health care to their workers.



REPRODUCTIVE HEALTH CARE'S IMPORTANCE TO WOMEN OF COLOR

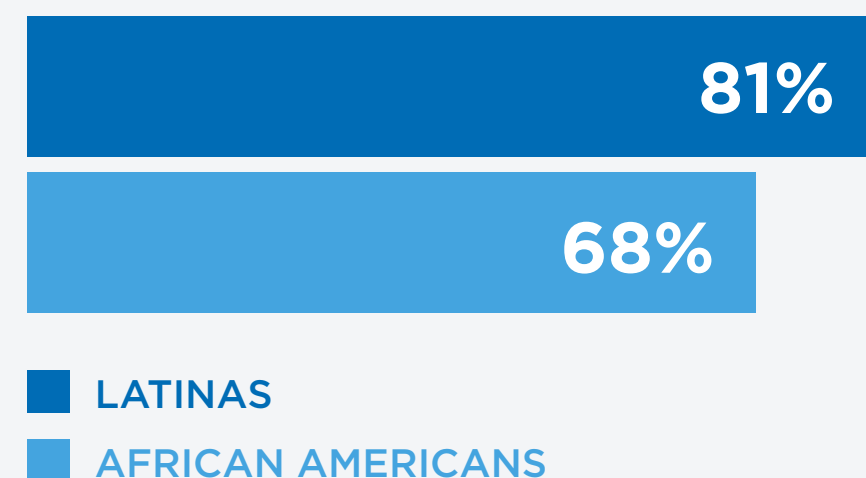
REPRESENTATION IN THE CORPORATE PIPELINE²³

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 FAMILIES²⁴

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)



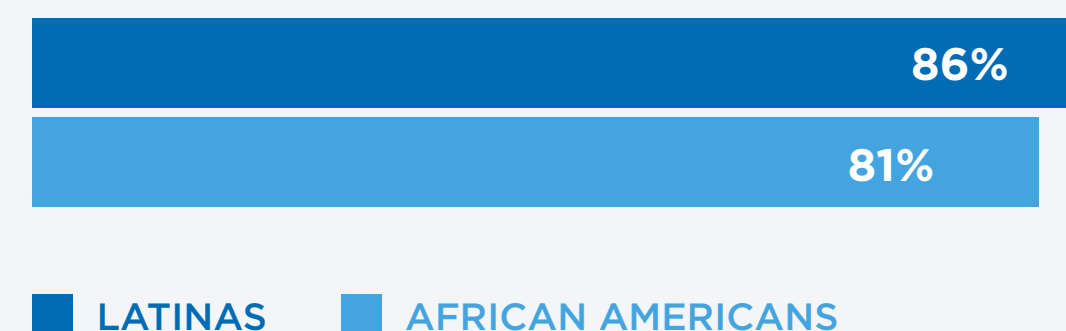
How important has access to birth control been in your ability to plan the size of your family? (% that believe it's important)



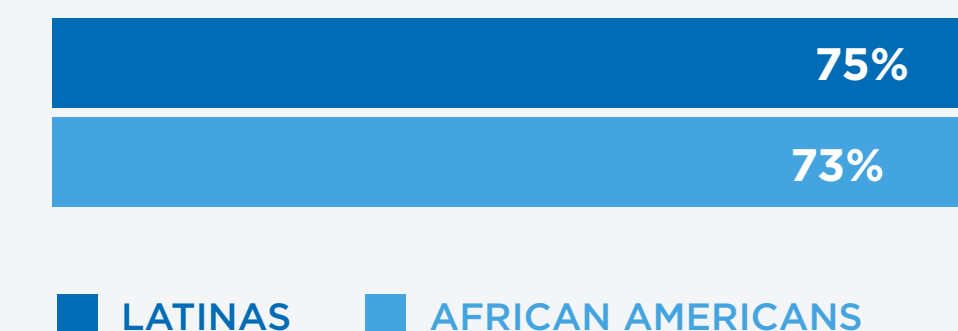
ACCESS TO BIRTH CONTROL AND HEALTH CARE²⁵

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



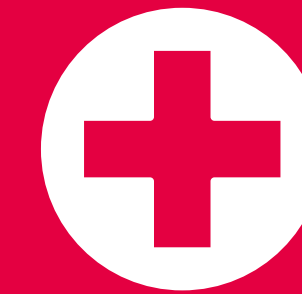
TRUMP AND REPUBLICANS IN CONGRESS WANT TO MAKE IT HARDER

What's at risk. Nearly 8 million women access publicly funded birth control through Medicaid and programs like Title X - the nation's program for affordable birth control and reproductive health care.

Trump and Republicans in Congress. The Trump Administration is working to restrict funding for programs that support women's ability to access birth control including Medicaid and Title X. They have proposed a new gag rule policy for Title X that will impact the 4 million people that rely on this program for affordable birth control. In Congress, nearly 40 bills limiting reproductive health care access including birth control and abortion have been introduced thus far this year.

State threats. Between January 2011 and July 2016, states enacted more than 300 restrictions to abortion access, and, in some states, restrictions have made access to abortion care essentially impossible. If Roe vs. Wade were overturned, 22 states would likely ban abortion outright. Nine states with pre-Roe abortion bans could become defacto state law.

State protections. Maryland and Oregon are passing laws or amending their state constitutions to protect abortion rights. Maine, New York, Maryland, Utah, Iowa, Delaware, Colorado, and the District of Columbia have passed or proposed legislation to make contraceptives and other care more accessible.



8 million women rely on publicly funded birth control through Medicaid and Title X

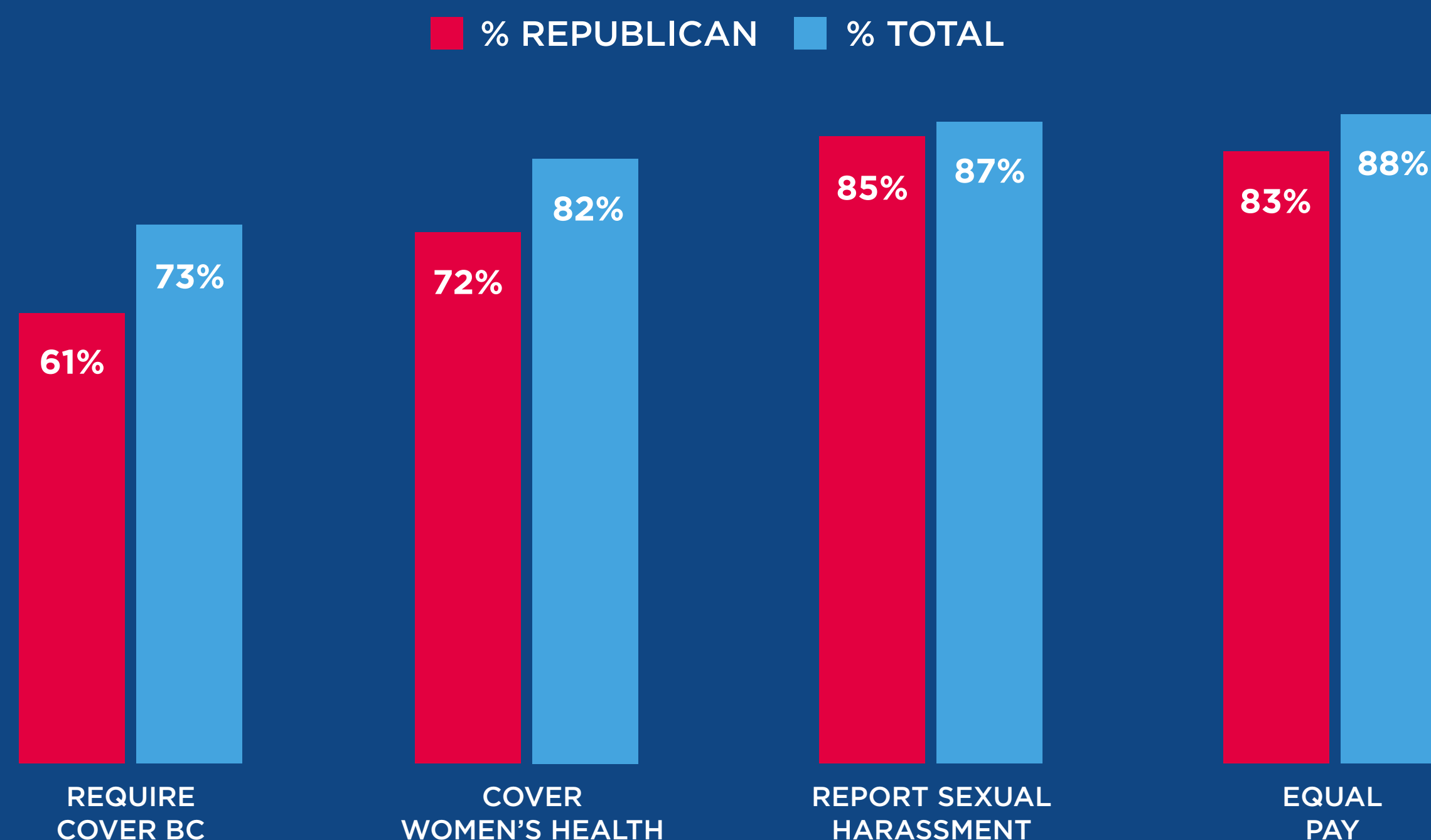
37 bills restricting family planning and reproductive health have been submitted in Congress so far this year.

300+ restrictions enacted by states over recent 5-year period.

SURVEY: WOMEN-FRIENDLY POLICIES ENJOY BIPARTISAN SUPPORT

Across Party lines, majorities of women support access to birth control, health care coverage, and stronger sexual harassment protections.

PERCENT OF WOMEN THAT SUPPORT CERTAIN POLICIES,
BY POLITICAL PARTY²⁶



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Equality doesn't have to be a partisan issue.

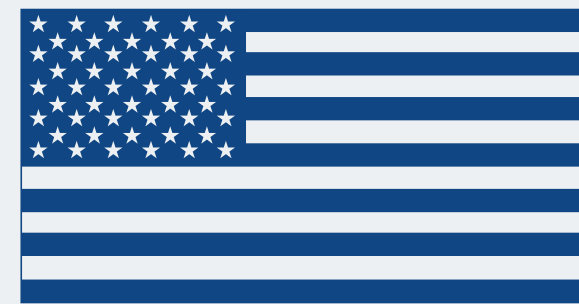
Women across the board share many of the same policy priorities.

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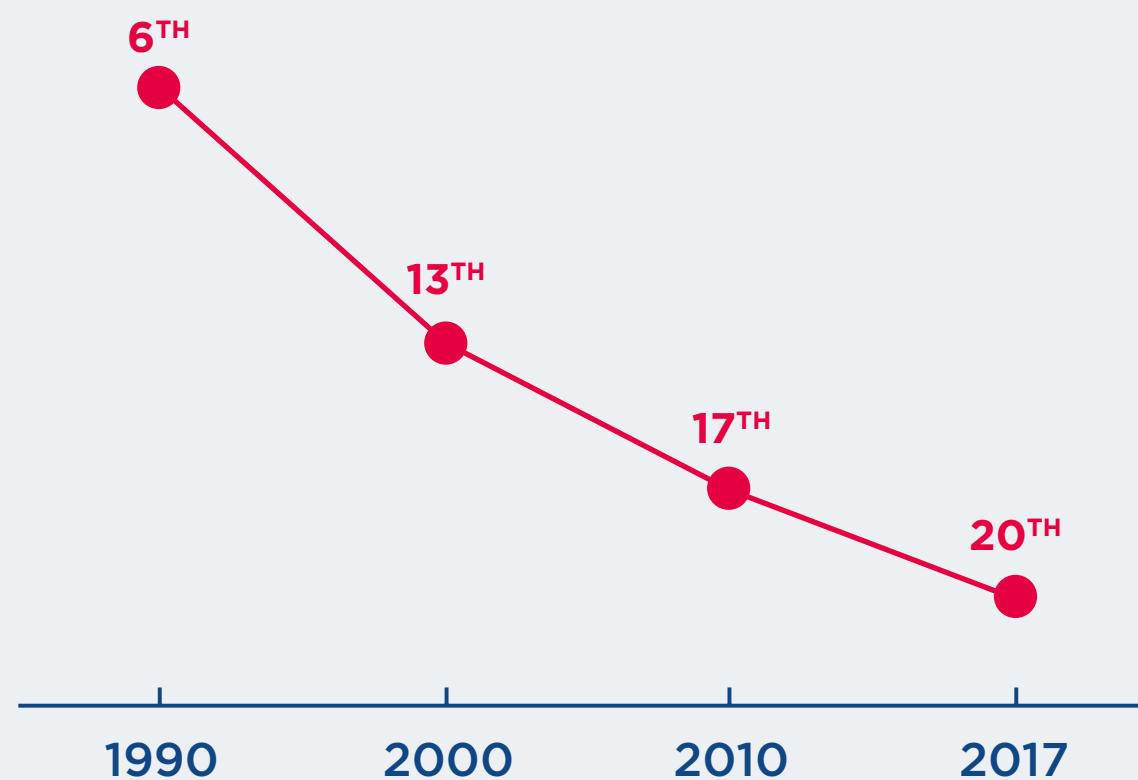
- MARGIE OMERO
GBA STRATEGIES,
POLLSTER

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

Once a leader, the U.S. 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.



U.S. RANKING FOR LABOR FORCE PARTICIPATION RATE, 1990-2017



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.



- 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%.

— Blau & Kahn,
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