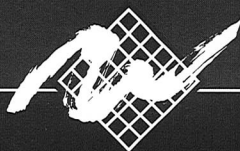


# The Status of Women in California

POLITICS • ECONOMICS • HEALTH • DEMOGRAPHICS



INSTITUTE FOR WOMEN'S POLICY RESEARCH



## ***About this Report***

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*The Status of Women in California* is a result of a research project conducted by the Institute for Women's Policy Research (IWPR) to establish baseline measures for the status of women in California as well as in 13 other states (Georgia, Illinois, Maine, Maryland, Michigan, New Jersey, New Mexico, New York, North Carolina, Texas, Virginia, Washington, and the District of Columbia). The effort is part of a larger IWPR Economic Policy Education Program, funded by the Ford Foundation, that is intended to improve the ability of advocates and policymakers at the state level to address women's economic issues.

The data used in each report come from a variety of sources, primarily government agencies (although other organizations also provided data where relevant). Many individuals and organizations in California assisted in locating data and reviewing this report, and one organization has joined in co-publishing the report.

While every effort has been made to check the accuracy and completeness of the information presented, please do not hesitate to contact the Institute with any questions or comments. The Board of Directors and staff of IWPR and our California partner hope the people of California will find this information useful.

## ***About the Institute for Women's Policy Research***

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The Institute for Women's Policy Research is an independent, nonprofit, scientific research organization founded in 1987 to meet the need for women-centered, policy-oriented research. The Institute works with policymakers, scholars, and advocacy groups around the country to design, execute, and disseminate research findings that illuminate policy issues affecting women and families and to build a network of individuals and organizations that conduct and use women-oriented policy research. Members and affiliates of the Institute's Information Network receive regular reports and information. The Institute is a 501(c)(3) tax-exempt organization.

## ***About IWPR's Partners in this Project***

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In producing these reports, the Institute for Women's Policy Research called upon many individuals and organizations in the state. Kate Karpilow, Executive Director of the California Elected Women's Association for Education and Research, served as California's advisor. This position included providing suggestions to ensure that the data contained in the report would be usable and helping to disseminate the report across the state. Each report also benefitted from the advice of National Advisory Committee members.

In California, for additional copies of this report contact:

California Elected Women's Association for  
Education and Research  
6000 J Street, Sacramento, CA 95819  
phone: 916/278-3870, fax: 916/278-3872

For copies of a national report, bulk copies of this report, or  
reports for other states contact:

Institute for Women's Policy Research  
1400 20th Street, N.W., Suite 104  
Washington, DC 20036  
phone: 202/785-5100, fax: 202/833-4362

ISBN 1-878428-18-7 \$10.00

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United States of America.

Library of Congress Card Catalogue  
Number 96-78860.



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INSTITUTE FOR WOMEN'S POLICY RESEARCH



CO-PUBLISHER

California Elected Women's Association for Education and Research

## *Acknowledgments*

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The Institute acknowledges the Ford Foundation for its financial support of this project and the Nokomis Foundation for its support of the report on the State of Michigan.

We especially thank the National Advisory Committee members who met in March 1996 and/or provided us with feedback. These members include Randy Albelda (Massachusetts), Stephanie Davis (Georgia), Laura Fortman (Maine), Janice Hamilton Outtz (District of Columbia), Lisa Hetfield (New Jersey), Pat Kelliher (New Mexico), Nancy Kreiter (Illinois), Jean Ross (California), Joanne Saltzberg (Maryland), Nancy Shier (Illinois), and Melanie Wade (North Carolina).

Jacqueline Chu, Research Associate at IWPR, led the research team that collected and analyzed the data, developed the indicators, and drafted the reports for all of the states and the District of Columbia. These research team members included Martha Stapleton, Research Fellow; Liz Rinker, Intern; Arian Giantris, Intern; and Jodi Burns, Research Assistant. Jodi Burns also coordinated the work of the National Advisory Committee and the State Advisory Committees. Jill Braunstein, Director of Communications and Outreach, led the major effort of producing and

disseminating 14 reports simultaneously. Others who assisted in inputting, checking data and copyediting the reports were Marlene Kenney, Intern; Rachel Gardunio, Intern; Stacey Friedman, Research Fellow; Meaghan Mountford, Research News Reporter Fellow; and Kanya Dorland, Research Fellow. The project was carried out under the general direction of Heidi Hartmann, President of the Institute for Women's Policy Research.

Other IWPR staff who provided technical expertise throughout this project include Hsiao-Ye Yi, Research Associate, and Young-Hee Yoon, Senior Research Associate. Roberta Spalter-Roth, former Research Director at IWPR, and Stephanie Aaronson, Consulting Economist, helped conceptualize the project in its early stages. Susan M. Dynarski conducted data analysis for IWPR as part of her graduate work at Harvard University.

We also thank several colleagues who read and commented on various drafts of this manuscript: Prue Hyman, Visiting Fellow from Victoria University of Wellington, New Zealand; Brigid O'Farrell, Visiting Fellow, Mount Vernon College; and Lois Shaw, Senior Consulting Economist at IWPR.

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# Preface

The Institute for Women's Policy Research (IWPR) is to be heartily congratulated for a bold research initiative to establish and report comparable statistical information on the status of women throughout the nation. This first wave of studies, which focuses on 14 states, has been an ambitious effort that has yielded state profiles in the areas of political participation, employment and earnings, economic autonomy and reproductive rights.

California is the national leader in none of these areas, despite our (perhaps dwindling) reputation as a trend-setting state. Based on composite scores, California ranks 8th nationally in women's political participation, 8th in employment and earnings (and this is with data not controlled for cost-of-living), 14th in economic autonomy, and 13th in reproductive rights.

For a state as culturally and ethnically rich as California, it is always important to examine status indicators on the basis of both gender and race. Unfortunately, in large part because of the type of data published at the national level, the IWPR report was unable to portray the diversity of circumstances of California women, particularly in regards to ethnicity and age.

Thus, it is incumbent on leaders here in this state - in the women's and ethnic communities, in our universities, in the Administration and in the Legislature - to use the IWPR report as a constructive starting point to paint a more precise picture of the status of women in California.

I am pleased to announce that the California Elected Women's Association for Education and Research (CEWAER) and the Center for Policy Research on Women and Families at California State University at Sacramento, will be collaborating with the California Commission on the Status of Women to build on this commendable IWPR effort to develop a representative profile of women in California. We will also jointly organize a public hearing to make this information available to policymakers, educators, and interested members of the public.

I thank IWPR for their leadership in launching the enclosed report and for their commitment to empower women through research and information.

***Kate Karpilow, Ph.D.***

California Elected Women's Association for  
Education and Research

# Introduction

The changes that have occurred in women's economic roles during the current century are among the most significant and sweeping transformations of U.S. society and indeed of societies around the world. The 1995 Fourth World Conference on Women heightened awareness of the progress women have made in achieving equal rights and opportunities, of the barriers remaining, and of the need to monitor women's progress.

The staff of the Institute for Women's Policy Research (IWPR) have prepared this report on the *Status of Women in California* to inform California residents about the progress of California's women relative to women in other states, to men, and to national trends. In addition to this report, IWPR staff have produced reports on 12 other states and the District of Columbia as well as a shorter national report that summarizes key findings for all 50 states and the District of Columbia.

In each report, various indicators describe women's status in political participation, employment and earnings, economic autonomy, reproductive rights, and health. Basic demographic data are also provided. In addition to presenting descriptive data about women in the state and in the United States as a whole, the reports for each state also show how the state ranks relative to each of the other states and the District of Columbia. Each state report also provides rankings on the key indicators for all 50 states and the District of Columbia.

The data used in each report come from a variety of sources, primarily government agencies (although other organizations also provided data where relevant). Most of the figures reported come either from the 1990 Census, which provides a very large number of cases for each state, making reliable comparisons across the states possible, or from combining several years or months of data since 1990 from the U.S. Census Bureau's Current Population Survey, a procedure which also makes state comparisons possible. In cases where the figures reported here come from only one Current Population Survey interview rather than several, the Census Bureau's judgment in publishing state-by-state data was relied upon. In comparing indicators

or variables based on data from different years, it is important to keep in mind that the 1990 to 1995 period was characterized by a major economic recession at the start of the period, followed by, in most states, a slow and gradual recovery. In some cases, the differences reported between two states or between the state and the nation for a given indicator or variable are statistically significant (unlikely to have occurred by chance) and in other cases they are not (likely to have occurred by chance). Measures of statistical significance were neither calculated nor reported. For any given sample size, the larger the difference, relative to the base-value, the more likely the difference is to be statistically significant. Sample sizes differ among the States and indicators. A description of the data sources and methodology used to create the indicators and rank the states, as well as lists of regional and national resources, can be found at the end of the report.

In producing any report of this nature, it is necessary to select some data for inclusion and leave out other data, to choose some indicators of women's status and reject others. In making these decisions, the IWPR research team kept in mind several principles and constraints: parsimony, representativeness and reliability, and comparability of data across all the states and the District of Columbia. The indicators chosen were selected to provide the most concise summaries of women's status in several important areas. The treatment of several topics was necessarily limited by the lack of reliable and comparable data at the state level; these topics include domestic violence, older women, pension coverage, and the experiences of women in different racial and ethnic groups. In the area of health care, the amount of data is vast, and developing and summarizing one index to represent women's health status was not attempted. Identifying and reporting on regional differences within the states was also beyond the scope of this project.

The data presented are designed to provide baseline information on a broad range of topics in a concise format. The report is intended to serve as a useful reference to guide policy decisions affecting the lives of women in California. □

# Overview of the Status of Women in California

Women in California enjoy relatively high status when compared with women in the other 49 states, the District of Columbia, and the United States as a whole. As Chart I ("How California Ranks on Key Indicators") shows, on each of the four important aspects of women's well-being for which the Institute for Women's Policy Research calculated composite indicators, California ranks in the top third. Its best rank is in the area of political participation, on which it ranks eighth in the nation.

California is part of the Pacific region (consisting of Alaska, Hawaii, Oregon, and Washington in addition to California), a region in which women generally do well when compared to women in the rest of the nation. Indeed, California does not rank first in its region on any composite indicator, despite its relatively high rank nationwide. In the area of economic autonomy, California ranks fourth, near the bottom of its region, as it does in the area of reproductive rights. Thus California still has room for improvement in the status of its women.

The UN Fourth World Conference on Women, held in Beijing in September 1995, heightened awareness of women's status around the world and pointed to the importance of

government action and public policy for the well-being of women. At the conference, representatives from 189 countries, including the United States, unanimously adopted the Beijing Declaration and Platform for Action, pledging their governments to action on behalf of women. The Platform for Action outlines the critical issues of concern to women and the remaining obstacles to women's advancement.

In the United States, the President's Inter-agency Council on Women continues to follow up on U.S. commitments made at the Fourth World Conference on Women. According to the Council (1996), many of the laws, policies, and programs that already exist in the United States meet the goals of the Platform for Action and establish the rights of women identified in the Platform. However, in other areas, the United States and many individual states have an opportunity to improve women's rights.

Chart II, "Women's Rights Checklist," shows how California rates on selected indicators of women's rights. The indicators chosen are some of those that directly result from state policy decisions. As the chart shows, except in the area of reproductive rights, women in California have many of the rights that have been identified as important for women's well-being.



## Chart I. How California Ranks on Key Indicators

	National Rank*	Regional Rank*
<b>COMPOSITE POLITICAL PARTICIPATION INDEX</b>	<b>8</b>	<b>2</b>
Women's Voter Registration, 1992-1994	48	4
Women's Voter Turnout, 1992-1994	41	5
Women in Elected Office Composite, 1996	3	2
Women's Institutional Resources, 1996	1	1
<b>COMPOSITE EMPLOYMENT AND EARNINGS INDEX</b>	<b>8</b>	<b>2</b>
Women's Median Annual Earnings, 1990	5	2
Ratio of Women's to Men's Earnings, 1990	6	3
Women's Labor Force Participation, 1994	41	5
Women in Managerial and Professional Occupations, 1994	16	4
<b>COMPOSITE ECONOMIC AUTONOMY INDEX</b>	<b>14</b>	<b>4</b>
Percent with Health Insurance Among Nonelderly Women, 1991-1992	37	4
Educational Attainment: Percent of Women with Four or More Years of College, 1990	13	3
Women's Business Ownership, 1992	12	4
Percent of Women Above the Poverty Level, 1990	17	4
<b>COMPOSITE REPRODUCTIVE RIGHTS INDEX</b>	<b>13</b>	<b>4</b>

*See Appendix I for a detailed description of the methodology and sources used for the indices presented here.*

*\* The national rankings are of a possible 51, referring to the 50 states and the District of Columbia, except for the Political Participation indicators, which do not include the District of Columbia. The regional rankings refer to the states in the Pacific West region (Alaska, California, Hawaii, Oregon, Washington).*

*Calculated by the Institute for Women's Policy Research.*

## Chart II. Women's Rights Checklist

REPRODUCTIVE RIGHTS	Yes	No	Other
Does California allow access to abortion services without mandatory parental consent laws?		✓	
Does California allow access to abortion services without a waiting period?	✓		
Does California provide public funding for abortions under any circumstances if a woman is eligible?	✓		
Does California have a maternity stay law*?			Legislation pending
Does public funding cover infertility treatments?		✓	
Does state allow gay/lesbian couples to adopt?			State is neutral
DOMESTIC VIOLENCE LEGISLATION			
Does California have mandatory arrest laws?		✓	
CHILD SUPPORT			
Percent of child support cases with orders for collection in which child support has actually been collected.			28.4%
WELFARE (as of August 1996) <sup>†</sup>			
Child Exclusion/Family Caps: Does California extend AFDC benefits to children who are born or conceived while the mother was on welfare?			Only in cases of incest, rape, or contraceptive failure
Does California allow AFDC recipients to retain more of their earnings?	✓		
Has California raised its asset limits?	✓		
EMPLOYMENT/UNEMPLOYMENT BENEFITS			
Is California's minimum wage higher than or equal to that of the United States as of August 1996? <sup>††</sup>	✓		
Does California have mandatory temporary disability insurance?	✓		
Does California have inclusive criteria for unemployment insurance eligibility?		✓	
Has California implemented adjustments to achieve pay equity in its civil service?	✓		
INSTITUTIONAL RESOURCES			
Does California have a Commission on the Status of Women?	✓		

*See Appendix II for a detailed description and sources for the items on this checklist.*

\* New federal legislation, passed in September 1996, requires insurance companies to pay for minimum hospital stays in maternity cases.

<sup>†</sup> As this report goes to press, new federal legislation on welfare that gives states much more autonomy in shaping their welfare programs has been passed. The policies a state adopted under the former federal law may indicate the direction its welfare policy will take under the new law, which went into effect October 1, 1996. States have until July 1997 to comply; however, states may continue to carry out programs approved by the Department of Health and Human Services prior to passage of the new law.

<sup>††</sup> As of October 1, 1996, the federal minimum hourly wage was increased to \$4.75. It will increase to \$5.15 on September 1, 1997. California's minimum wage as of June 1996 was equal to the federal minimum wage.

*Compiled by the Institute for Women's Policy Research.*

# Political Participation

This section describes several aspects of political life that are important to women: voter registration and turnout, women elected officials on the state and federal levels, and women's institutional resources in the state (commissions for women or other bodies). Political participation is important because only through participation can citizens affect the design and implementation of public policies and legislation.

In recent years, a growing gender gap — the tendency for women and men to vote differently — has focused attention on the ways in which women's and men's interests and policy needs might differ. There is also growing support

among voters, both male and female, for electing women to political office. Research has found that regardless of party affiliation, women officeholders are more likely than male officeholders to support women's agendas (Center for the American Woman and Politics, CAWP, 1991).

Women need to be at the table when policies affecting women's lives are discussed to ensure that women's unique perspectives are being included in the debate and their needs addressed. The institutional resources focused on women's interests that are available in a state are important in making women's voices heard.

**Chart III.**  
**Political Participation: National and Regional Ranks**

Indicators	National Rank* (of 50)	Regional Rank* (of 5)
<b>COMPOSITE POLITICAL PARTICIPATION INDEX</b>	8	2
<b>Women's Voter Registration (percent of women 18 and older who reported registering to vote in 1992 and 1994)<sup>a</sup></b>	48	4
<b>Women's Voter Turnout (percent of women 18 and older who reported voting in 1992 and 1994)<sup>a</sup></b>	41	5
<b>Women in Elected Office Composite Index (percent of state and national elected officeholders who are women, 1996)<sup>b,c</sup></b>	3	2
<b>Women's Resources (number of institutional resources for women in the state, 1996)<sup>c</sup></b>	1	1

*For methodology see Appendix I.*

\* The national rank is of a possible 50, because the District of Columbia is not included in this ranking. The regional rank is of a maximum of five and refers to the states in the Pacific West region (Alaska, California, Hawaii, Oregon, and Washington).

<sup>a</sup> U.S. Bureau of the Census, 1993, 1996; <sup>b</sup> CAWP, 1996a, 1996b, 1996c, 1996d, and Council on State Governments, 1996; <sup>c</sup> Compiled by IWPR, based on the Center for Policy Alternatives, 1995.

*Calculated by the Institute for Women's Policy Research.*



## Voter Registration and Turnout

In 1920, the 19th Amendment, giving women the right to vote, was officially ratified, and approximately eight million women of 51.8 million women of all ages voted for the first time in the November 1920 election (NWPC, 1995). In the 1992 presidential election, over 60 million women voted, constituting 62 percent of women eligible to vote, compared to 53 million men, constituting 60 percent of men eligible to vote. Women today are more likely to register to vote and to actually vote than men and have had consistently higher registration and voter turnout rates than men since 1980 (U.S. Bureau of the Census, 1993).

California reflects these national trends, with over 57 percent of women reporting that they were registered to vote in the November 1994 election, compared to 54 percent of men (see Table 1). Voter registration rates in California for both men and women have generally been lower than for men and women nationally. Voter registration for men and women in California as well as in the United States fell between the 1992 November elections and the 1994 November elections, as voter interest usually declines in nonpresidential elections.

Since 1964, women voters in the United States have outnumbered male voters, but voter turnout is relatively low for both sexes (see Table 2). Sixty-two percent of all U.S. women who were eligible to vote reported that they did so in the 1992 presidential election, and women constituted 54 percent of the total vote. In the 1994 election, voter turnout rates for both sexes dropped from those of 1992 in California and nationally. In California, women's voter turnout fell to 47 percent, although this rate was still higher than the rates for men in California and in the United States as well as the rate for women in the United States.

Two groups that typically have been underserved by the voter registration system are the poor and the disabled. The National Voter Registration Act (NVRA), which went into effect in January 1995, addresses this problem by requiring states to offer to register people to vote when they get or renew their drivers' licenses or when they apply for AFDC, Food Stamps, Medicaid, WIC, and disability services. The NVRA has succeeded in enrolling or updating the voting addresses of over 11 million people, 1.3 million of them through public assistance agencies (HumanSERVE, 1996). Still, nearly 24 million eligible women are unregistered in the United States, and 3.3 million of them live in California.

**Table 1.**  
**Voter Registration\* for Women and Men in California and the United States**

	California		United States	
	Percent	Number	Percent	Number
<b>1994 Voter Registration<sup>at</sup></b>				
Women	57.1	6,668,000	63.7	63,257,000
Men	53.6	5,876,000	61.2	55,737,000
<b>1992 Voter Registration<sup>at</sup></b>				
Women	59.0	6,733,000	69.3	67,324,000
Men	56.1	6,131,000	66.9	59,254,000
<b>Number of Unregistered Women Eligible to Vote, 1996<sup>b</sup></b>	n/a	3,338,400	n/a	23,775,050
<b>Percent and Number of Eligible Public Assistance Recipients Who Are Registered, 1996<sup>b</sup></b>	9.2	97,855	14.1	1,311,848

\* Voter Registration data presented here are self-reports from the Current Population Survey. These tend to overstate actual voter registration.

† Percent of all women and men ages 18 and older who reported registering, based on data from the 1993 and 1995 November Supplement of the Current Population Surveys.

<sup>a</sup> U.S. Bureau of the Census, 1993, 1996; <sup>b</sup> HumanSERVE, 1996.

Compiled by the Institute for Women's Policy Research.

Table 2.

**Women's and Men's Voter Turnout\* in California and the United States**

	California		United States	
	Percent	Number	Percent	Number
<b>1994 Voter Turnout<sup>a†</sup></b>				
Women	47.3	5,522,000	45.3	44,986,000
Men	44.6	4,895,000	44.7	40,716,000
<b>1992 Voter Turnout<sup>a†</sup></b>				
Women	53.9	6,149,000	62.3	60,554,000
Men	51.6	5,640,000	60.2	53,312,000
<b>Percent and Number of Registered Women Who Did Not Vote Over the Past Three Presidential Elections<sup>b</sup></b>				
	10.8	n/a	12.1	n/a

\* Voter Turnout data presented here are self-reports from the Current Population Survey. These tend to overstate actual voter turnout.

† Percent of all women and men ages 18 and older who reported voting, based on data from the 1993 and 1995 November Supplement of the Current Population Survey.

<sup>a</sup> U.S. Bureau of the Census, 1993, 1996; <sup>b</sup> Women's Vote Project, Council of Presidents, 1996.

Compiled by the Institute for Women's Policy Research.

**Elected Officials**

Though women are still a minority in elected office at both national and state levels, their presence has grown steadily over the years. In 1995, a record nine women served in the U.S. Senate (104th Congress); two of these women (Barbara Boxer and Dianne Feinstein) were from California. Also in the 104th Congress,

women served in 49 of the 435 seats in the U.S. House of Representatives (this includes Eleanor Holmes Norton, the delegate from the District of Columbia). Women from California filled nine Congressional seats of the 52 available (see Table 3). California ranked 30th among all states by percentage of women in the state legislature (with 120 total seats, 23 filled by women; data not shown).

Table 3.

**Women in Elected Office**

	California	United States
<b>Number of Women in Statewide Executive Elected Office</b>	2*	81
<b>Number of Women in the U.S. Congress</b>		
U.S. Senate	2 of 2	9 of 100
U.S. House	9 of 52	49 of 435 <sup>†</sup>
<b>Percent of State Legislators Who Are Women</b>	19.2%	20.8%

\* The State Controller and the Superintendent of Public Education.

† Includes the delegate from the District of Columbia.

Source: CAWP, 1996a, 1996b, 1996c, 1996d.

Compiled by the Institute for Women's Policy Research.

## Institutional Resources

Women's institutional resources play an important role in providing information and attracting the attention of policymakers and the public to women's issues. California is fortunate in having a nearly perfect record on the indicators selected. California has both a government-appointed

Commission on the Status of Women and a nonprofit organization that calls attention to women's agendas (see Table 4). In the state legislature, women members have organized a caucus in the Assembly as well as in the Senate.

Table 4. Institutional Resources for Women		
Does California Have a ...	Yes	No
Commission on the Status of Women?	✓	
Women's State Agenda Project?	✓	
Legislative Caucus in the State Legislature? in the Assembly?	✓	
in the Senate?	✓	

*Source: Center for Policy Alternatives, 1995; updated by the Institute for Women's Policy Research in 1996.*

*Compiled by the Institute for Women's Policy Research.*



# Employment and Earnings

This section focuses on the economic issues surrounding women's participation in the labor market. Topics include women's earnings; the female/male earnings ratio; women's educational attainment and the impact of education on women's earnings, labor force participation, and unemployment rates; and the industries and occupations in which women in the state are concentrated. Earnings and economic well-being

are inextricably linked for all people and increasingly so for women. Women's employment status and earnings have grown in importance to women and their families as demographic changes have occurred — more married couple families rely on both the husband's and wife's earnings to survive, more women are heading their own households alone, and more women are in the labor force.

**Chart IV.**  
**Employment and Earnings: National and Regional Ranks**

<b>Indicators</b>	<b>National Rank* (of 51)</b>	<b>Regional Rank* (of 5)</b>
<b>COMPOSITE EMPLOYMENT AND EARNINGS INDEX</b>	<b>8</b>	<b>2</b>
<b>Women's Median Annual Earnings (for full-time, year-round workers, aged 18-65, 1990)<sup>a</sup></b>	<b>5</b>	<b>2</b>
<b>Ratio of Women's to Men's Earnings (median yearly earnings of full-time, year-round women and men workers, aged 18-65, 1990)<sup>a</sup></b>	<b>6</b>	<b>3</b>
<b>Women's Labor Force Participation (percent of all women, aged 16 and older, in the civilian non-institutional population who are either employed or looking for work, 1994)<sup>b</sup></b>	<b>41</b>	<b>5</b>
<b>Women in Managerial and Professional Occupations (percent of all employed women, aged 16 and older, in managerial or professional specialty occupations, 1994)<sup>b</sup></b>	<b>16</b>	<b>4</b>

*For methodology, see Appendix I.*

*\* The national rank is of a possible 51, referring to the 50 states plus the District of Columbia. The regional rank is of a maximum of five and refers to states in the Pacific West region (Alaska, California, Hawaii, Oregon, and Washington).*

*<sup>a</sup> Institute for Women's Policy Research, 1995; <sup>b</sup> U.S. Department of Labor, 1995b.*

*Compiled by the Institute for Women's Policy Research.*

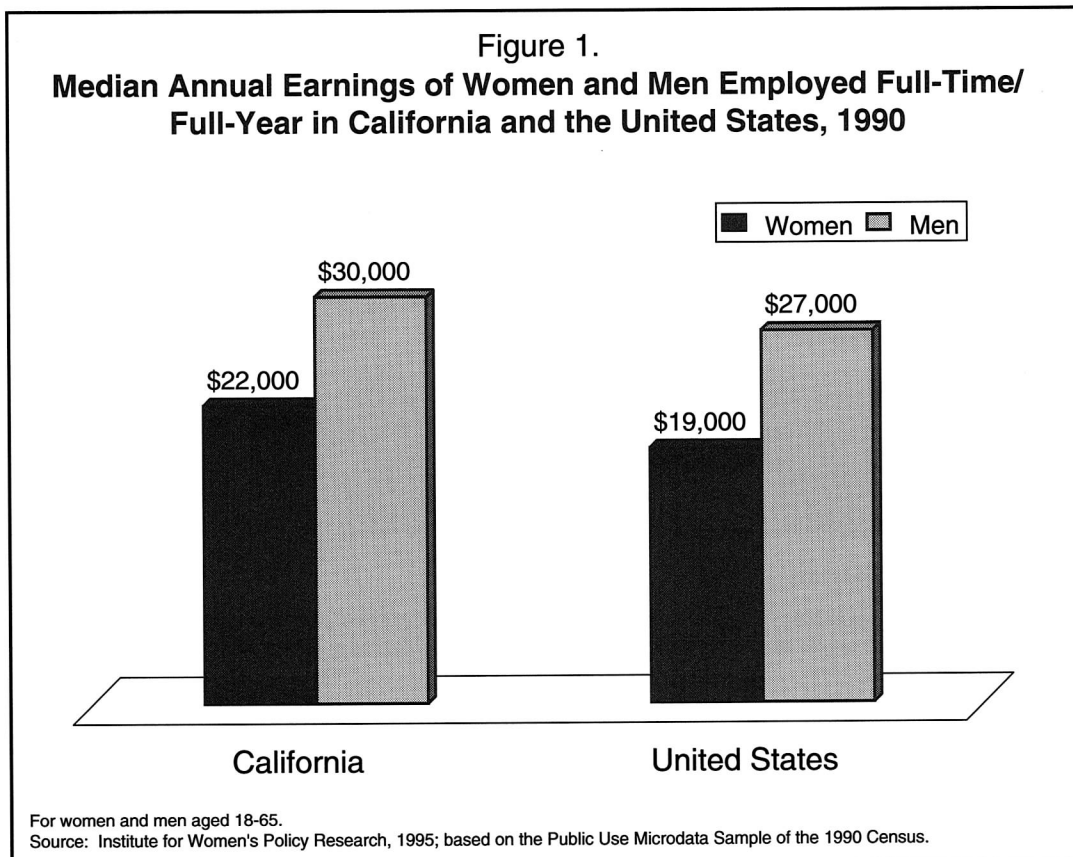
## Women's Earnings

Women in California working full-time full-year have higher median annual earnings than women nationwide (\$22,000 versus \$19,000, respectively; see Figure 1). Similarly, median yearly earnings for men in California are higher than those for men in the United States as a whole (\$30,000 and \$27,000, respectively). Between 1980 and 1990, women in California saw their median annual earnings increase by 19 percent in real terms, a rate of growth that was among the highest of the Pacific West states, second only to Hawaii (39.9 percent in real terms; data not shown). The annual earnings for women in California ranked fifth highest in the United States, tied with earnings in Maryland, Massachusetts, and New York. The District of Columbia ranked the highest at \$24,500. Within the Pacific Region, the median annual earnings of California women working full-time full-year are the second highest, after Alaska.

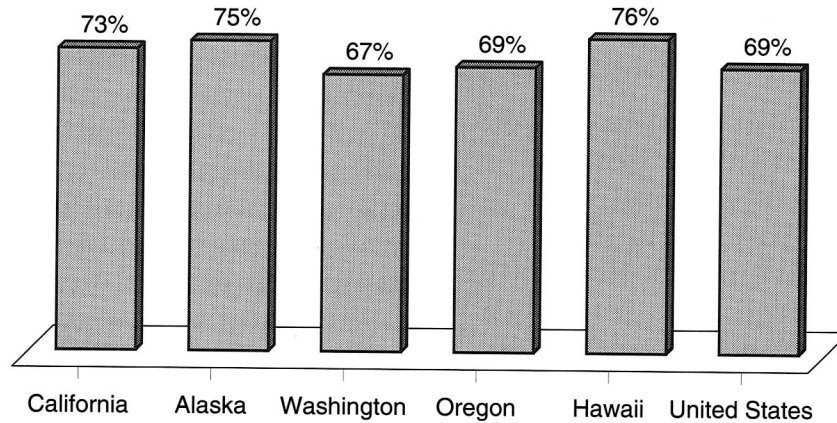
## The Wage Gap

### *The Wage Gap and Women's Relative Earnings*

In 1990, the ratio of the median earnings of women to those of men in the United States for full-time, year-round workers aged 18 to 65 was 68.5 percent. In other words, women were earning about 69 cents for every dollar earned by their male counterparts. At the same time, women in California were earning about 73 percent of what men in California were earning (see Figure 2). Compared with the nation as a whole, California women enjoy slightly greater earnings equality with men, ranking sixth in the nation (along with New York). The District of Columbia has the highest earnings ratio at 87.5 percent. Compared with the other states in the Pacific West region, California ranks third, behind Alaska (75 percent) and Hawaii (76 percent). Yet the wage gap remains large in California and elsewhere in the nation.



**Figure 2.**  
**Ratio of Women's to Men's Full-Time /Full-Year Median Annual Earnings in the Pacific Region and the United States, 1990**



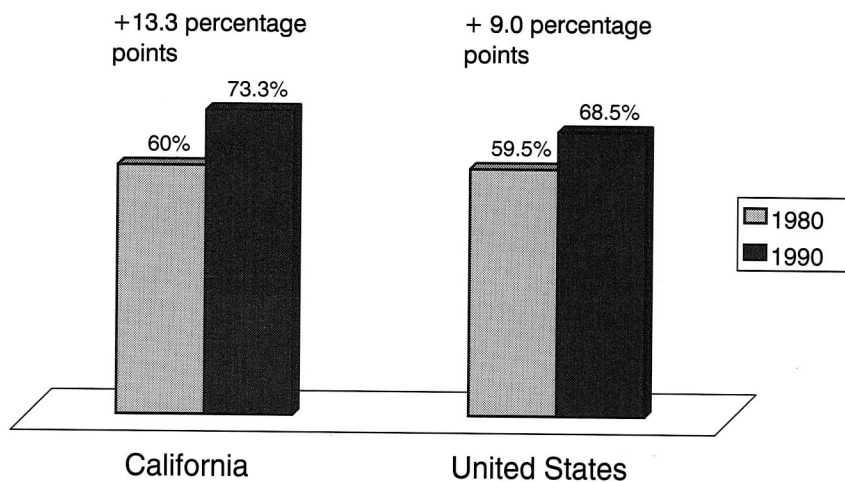
For women and men aged 18-65.  
 Source: Institute for Women's Policy Research, 1995; based on the Public Use Microdata Sample of the 1990 Census.

### *Narrowing the Wage Gap*

Throughout the 1960s and 1970s, the ratio of women's to men's earnings in the United States remained fairly constant at around 60 percent. During the 1980s, however, women made progress in narrowing the gap between men's earnings and their own. Women increased their

educational attainment and their time in the labor market and entered better paying occupations in large numbers, partly because of equal opportunity laws. But at the same time, adverse economic trends such as declining wages in the low-wage sector of the labor market began to make it more difficult to close the gap, since

**Figure 3.**  
**Change in Women's to Men's Earnings Ratio Between 1980 and 1990 in California and the United States**



For women and men aged 18-65.  
 Source: Institute for Women's Policy Research, 1995; based on the Public Use Microdata Sample of the 1990 Census.



women still tend to be concentrated at the low end of the earnings distribution. Had women not increased their relative skill levels and work experience as much as they did during the 1980's, those adverse trends might have led to a widening of the gap rather than the narrowing that did occur (Blau and Kahn, 1994).

Unfortunately, part of the narrowing that did occur was due to an actual fall in men's real wages. According to research done by the Institute for Women's Policy Research, only about one-third (34 percent) of the closing in the national female/male earnings gap between 1979 and 1994 is due to women's rising real wages and about two-thirds (66 percent) is due to men's falling real wages (in constant dollar terms, adjusting for inflation; Institute for Women's Policy Research, 1996).

California outpaced the United States as a whole in increasing women's earnings relative to men's between 1980 and 1990 (see Figure 3). In California, the earnings ratio increased by more than 13 percentage points, compared with an increase of 9 percentage points in the United States. California had the third highest increase in the nation in the ratio of women's to men's earnings in the United States between 1980 and 1990 (data not shown).

## *Earnings and Earnings Ratios by Educational Levels*

Between 1980 and 1990, women at all educational levels in California, except high school dropouts, saw their absolute and relative earnings increase. In general, women with higher levels of education saw their annual earnings increase at greater rates than women with less educational attainment. As Table 5 shows, changes ranged from a decrease of 8.5 percent for high school dropouts to an increase of 30.6 percent for those with postcollege education. Women's relative earnings (as measured by the female/male earnings ratios) increased for all groups. However, the most educated women (with more than a college education) saw the smallest increase in the wage ratio. What is most striking about the data in Table 5 is the small variation in the female to male wage ratio across educational groups.

## **Labor Force Participation**

One of the most notable changes in the U.S. economy over the past decades has been the rapid rise in women's participation in the labor force. Between 1965 and 1990, women's labor

**Table 5.  
Women's Earnings and the Earnings Ratio in California by Educational Attainment, 1980 and 1990**

<b>Educational Attainment</b>	<b>Women's Median Annual Earnings, 1990</b>	<b>Percent Growth in Earnings, 1980-1990*</b>	<b>Female/Male Earnings Ratio, 1990</b>	<b>Percent Point Change in the Earnings Ratio, 1980-1990</b>
<b>Less than 12th Grade</b>	<b>\$13,200</b>	<b>- 8.5</b>	<b>73.3%</b>	<b>+ 10.9</b>
<b>High School Only</b>	<b>\$19,000</b>	<b>+ 5.9</b>	<b>76.0%</b>	<b>+ 13.0</b>
<b>Some College</b>	<b>\$23,000</b>	<b>+ 14.3</b>	<b>76.7%</b>	<b>+ 13.3</b>
<b>College</b>	<b>\$29,500</b>	<b>+ 25.7</b>	<b>73.8%</b>	<b>+ 11.0</b>
<b>College Plus</b>	<b>\$37,000</b>	<b>+ 30.6</b>	<b>74.0%</b>	<b>+ 6.4</b>

*All figures are for full-time, full-year working women and men aged 18-65.*

\* *In constant dollars.*

*Source: Institute for Women's Policy Research, 1995; based on the Public Use Microdata Sample of the 1980 and 1990 Censuses.*

*Compiled by the Institute for Women's Policy Research.*

force participation (the proportion of the civilian noninstitutional population aged 16 and older who are employed or looking for work) increased from 39 to 58 percent (U.S. Department of Labor, 1995). Women now make up nearly half the U.S. labor force (full-time and part-time combined). According to projections by the Bureau of Labor Statistics, women's share of the labor force will continue to increase, growing from 46 to 48 percent between 1994 and 2005 (U.S. Department of Labor, Bureau of Labor Statistics, 1995a).

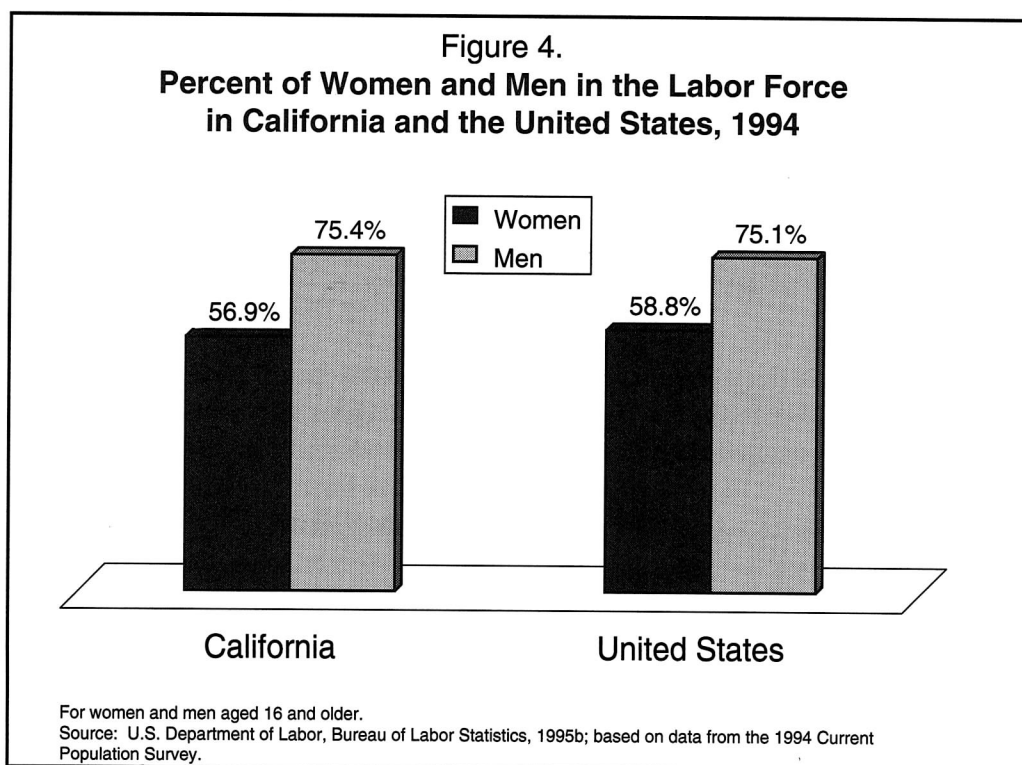
In 1994, 57 percent of women in California were in the labor force compared with 59 percent of women nationwide (see Figure 4). As Figure 4 shows, while women's participation in the labor force in California is slightly lower than the national participation rate for women, men's participation in the labor force is marginally higher in California than in the United States as a whole. California ranks only 41st in female labor force participation (see Chart IV).

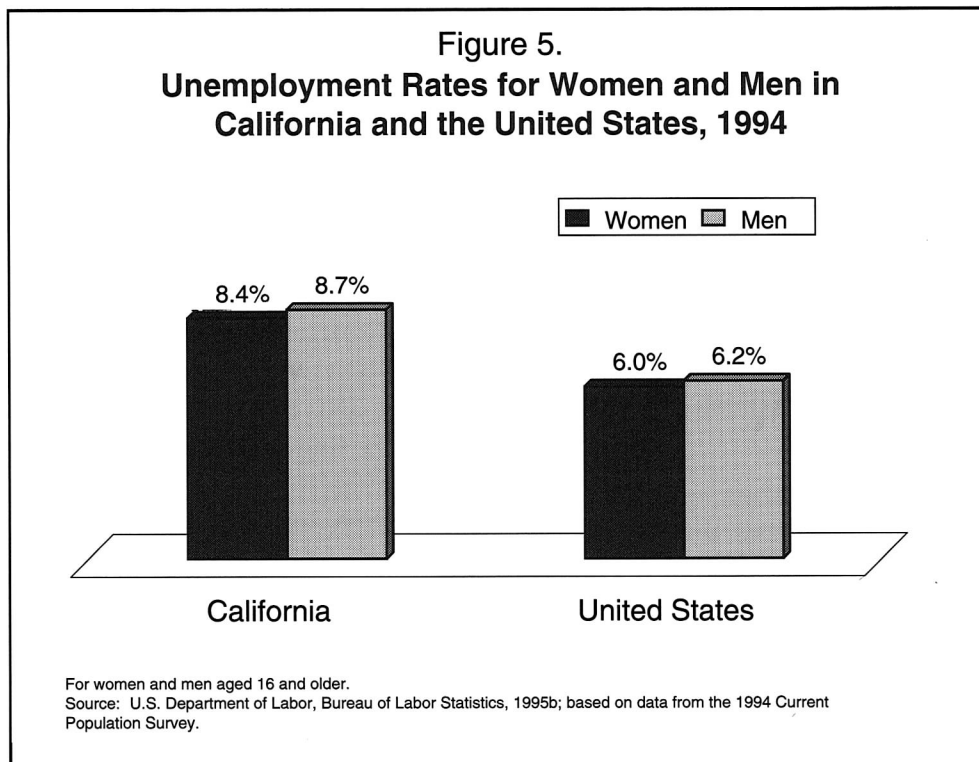
### *Unemployment and Per Capita Personal Income*

A larger percentage of workers in California are unemployed than in the United States as a

whole. In 1994, the unemployment rate for women in California was 8.4 percent compared with the nation's 6.0 percent female unemployment rate (see Figure 5). Women in California had the highest unemployment rate of all the states in the Pacific West region. Both men and women in California also had among the highest rates of all the states and the District of Columbia (California women ranked 50th and men ranked 49th out of a maximum of 51; data not shown). This high unemployment rate is likely due to the lingering recession in California and is also reflected in California's lower per capita personal income growth compared to that of the nation as a whole (see Table 6).

While per capita personal income in California increased by 11.5 percent during the 1980s (in constant dollars), between 1990 and 1994 California experienced negative growth in per capita personal income. Poor economic growth and high unemployment in the early part of the 1990s may have "crowded out" some California women from the labor market, contributing to their lower labor force participation rate. In 1990, women in California participated in the labor market at a greater rate than the average for women in the United States (see Table 8,





**Table 6.**  
**Per Capita Personal Income for Both Women and Men in California and in the United States, 1994**

	California	United States
<b>Per Capita Personal Income, 1994</b>	<b>\$22,493</b>	<b>\$21,809</b>
<b>Per Capita Personal Income, Percent Change*</b>		
<b>Between 1990 and 1994</b>	<b>- 4.0%</b>	<b>+ 3.0%</b>
<b>Between 1980 and 1990</b>	<b>+ 11.5%</b>	<b>+18.4%</b>

\* In constant dollars.

Source: U.S. Department of Commerce, 1995b; based on data from the U.S. Bureau of Economic Analysis.

*Compiled by the Institute for Women's Policy Research.*

below). The reversal likely reflects the more severe impact of the 1990-1991 recession in California than in the nation as a whole.

### *Part-Time and Full-Time Work*

In addition to the high levels of unemployment in California, a higher percentage of women and men in the labor force are “involuntary” part-time employees — that is, they would prefer full-time work were it available — than in

the United States as a whole (4.3 percent in California compared to 3.2 percent in the United States for women, and 3.7 percent compared to 2.2 percent for men; see Table 7). This is not surprising, because involuntary part-time work is nearly perfectly correlated with unemployment rates (Blank, 1990). Not only does California have a greater percentage of its labor force working involuntarily part-time, but a smaller percentage of the labor force in California is employed full-time compared to the national average.

**Table 7.**  
**Full-Time, Part-Time, and Unemployment Rates for Women and Men in California and the United States, 1995**

Labor Force Status	California		United States	
	Female Labor Force	Male Labor Force	Female Labor Force	Male Labor Force
<b>Total Number in the Labor Force</b>	<b>6,819,000</b>	<b>8,651,000</b>	<b>60,239,000</b>	<b>70,817,000</b>
<b>Percent Employed Full-Time</b>	<b>65.3</b>	<b>79.6</b>	<b>67.9</b>	<b>83.0</b>
<b>Percent Employed Part-Time*</b>	<b>26.3</b>	<b>11.7</b>	<b>26.0</b>	<b>10.8</b>
<b>Percent Voluntary Part-Time</b>	<b>20.1</b>	<b>7.5</b>	<b>21.0</b>	<b>8.0</b>
<b>Percent Involuntary Part-Time</b>	<b>4.3</b>	<b>3.7</b>	<b>3.2</b>	<b>2.2</b>
<b>Percent Unemployed</b>	<b>8.4</b>	<b>8.7</b>	<b>6.0</b>	<b>6.2</b>

*For men and women aged 16 and older.*

\* *Percent part-time includes workers normally employed part-time who were temporarily absent from work the week of the survey. Those who were absent that week are not included in the numbers for voluntary and involuntary part-time. Thus, these two categories do not add to the total percent working part-time.*

*Source: U.S. Department of Labor, Bureau of Labor Statistics, 1995b; based on data from the 1994 Current Population Survey.*

*Compiled by the Institute for Women's Policy Research.*

**Table 8.**  
**Labor Force Participation of Women in California and the United States by Race/Ethnicity, 1990**

	California		United States	
	Total Number of Women	Percent in the Labor Force	Total Number of Women	Percent in the Labor Force
<b>All Races</b>	<b>11,462,597</b>	<b>57.7</b>	<b>99,559,747</b>	<b>56.8</b>
<b>White</b>	<b>7,077,794</b>	<b>57.4</b>	<b>77,436,552</b>	<b>56.4</b>
<b>African-American</b>	<b>788,261</b>	<b>58.9</b>	<b>11,344,218</b>	<b>59.6</b>
<b>Hispanic</b>	<b>2,388,435</b>	<b>57.2</b>	<b>7,256,540</b>	<b>55.9</b>
<b>Asian-American</b>	<b>1,112,018</b>	<b>59.7</b>	<b>2,809,897</b>	<b>60.2</b>
<b>Native American</b>	<b>96,089</b>	<b>57.1</b>	<b>712,540</b>	<b>55.4</b>

*For women aged 16 and older.*

*Source: Population Reference Bureau, 1993; based on the Public Use Microdata Sample of the 1990 Census.*

*Compiled by the Institute for Women's Policy Research.*

## Labor Force Status of Women by Race and Ethnicity

According to U.S. Census data for 1990, close to six of 10 women in California aged 16 and older were in the labor force, regardless of race or ethnicity. White women's labor force participation rate is slightly higher in California than in the United States as a whole (57.4 percent compared with 56.4 percent). African-American women historically have had higher labor force participation rates than white women; they have the second highest participation rates of all the racial and ethnic groups in California and in the United States (58.9 percent and 59.6 percent, respectively; see Table 8). Asian-American women in California have the highest participation of all racial and ethnic groups (59.7 percent).

While women in California were slightly more likely to participate in the labor force in 1990 than were women nationwide, there were also fewer disparities in women's labor force participation rates by race and ethnicity. In California, the range of difference among the groups between the lowest and highest labor force participation rate was 2.6 percentage points compared with 4.8 percentage points for the United States as a whole.

## Labor Force Participation of Women with Children

Mothers represent the fastest growing group in the labor market (Brown, 1994). In 1992, 54 percent of women with children under age one were in the labor force compared with 31 percent in 1976 (Bachu, 1993).

In general, the labor force participation rate for women with children in the United States tends to be higher than the rate for all women. This is partially explained by the fact that the overall labor force participation rate is for women over age 16, whereas mothers tend to be in their prime working years (ages 18-44). This is true in California as well, but much less so. What is most striking about California is that women with children under age 18 are much less likely to engage in labor market activity than women with children in the United States as a whole (see Table 9). This can be at least partly explained by California's large Hispanic and Asian-American population. Those groups experience a lower labor force participation rate for mothers (37 percent for both Hispanics and Asian-Americans in the United States, compared with 54 percent for all mothers in the United States) because of lower education levels and less access to child care (child care is likely to be especially lacking for the immigrant women in those groups).

**Table 9.**  
**Labor Force Status of Women with Children in California and the United States, 1990**

	California		United States	
	Total Number of Women	Percent in the Labor Force	Total Number of Women	Percent in the Labor Force
<b>With Children Under Age 18*</b>	<b>3,642,696</b>	<b>63.5</b>	<b>31,646,008</b>	<b>67.7</b>
<b>With Children Under Age 6*</b>	<b>1,899,898</b>	<b>55.5</b>	<b>15,183,228</b>	<b>59.7</b>

Women aged 16 and older.

\* Children under age 6 are also included in children under 18.

Source: Population Reference Bureau, 1993; based on the Public Use Microdata Sample of the 1990 Census.

Compiled by the Institute for Women's Policy Research.

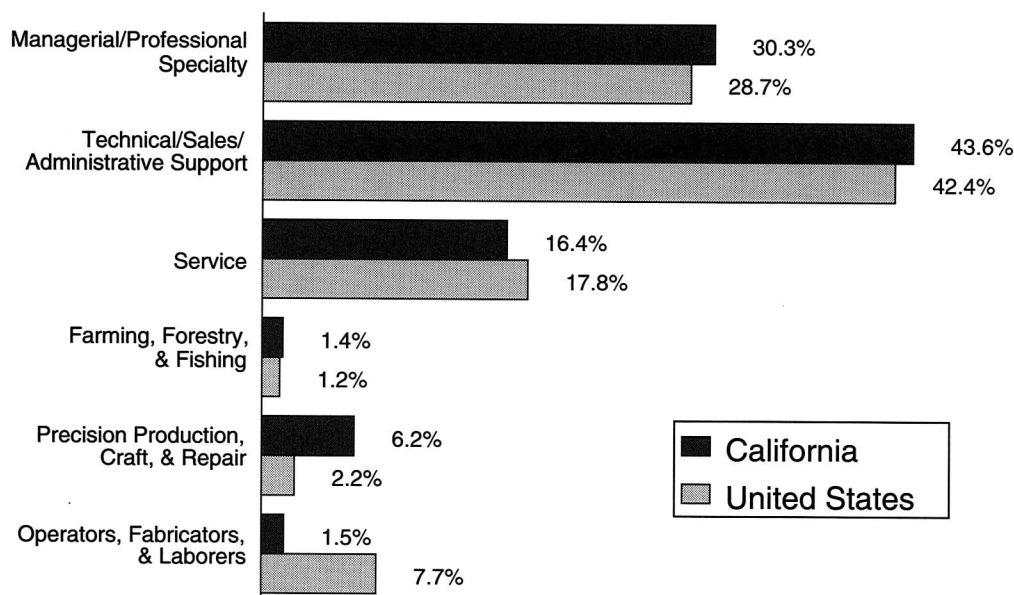


## Occupation and Industry

The distribution of women in California across occupations is similar to that for the entire United States, with women workers most likely to be in technical, sales, and administrative support occupations (43.6 percent in California versus 42.4 percent in the United States as a whole) (see Figure 6a). California women are only slightly less likely to work in service occupations than women elsewhere in the United States (16.4 percent versus 17.8 percent). Women in California are also slightly more likely to work in managerial and professional specialty occupations than are women elsewhere in the United States. California ranks 16th of the 50 states and the District of Columbia in the proportion of its female labor force employed in professional and managerial occupations and fourth of five states in the Pacific West region.

As with occupations, the distribution of women in California across industries is similar to that for the United States as a whole (see Figure 6b). In both California and the United States, nearly a third of all women are employed in the service (including business, professional, and personnel services) industries. About a fifth of employed women in California (and in the nation) work in the wholesale and retail trade industries, and another fifth work in government. California women are slightly more likely to work in the finance, insurance, and real estate industries and slightly less likely to work in retail and wholesale trade than are women nationally.

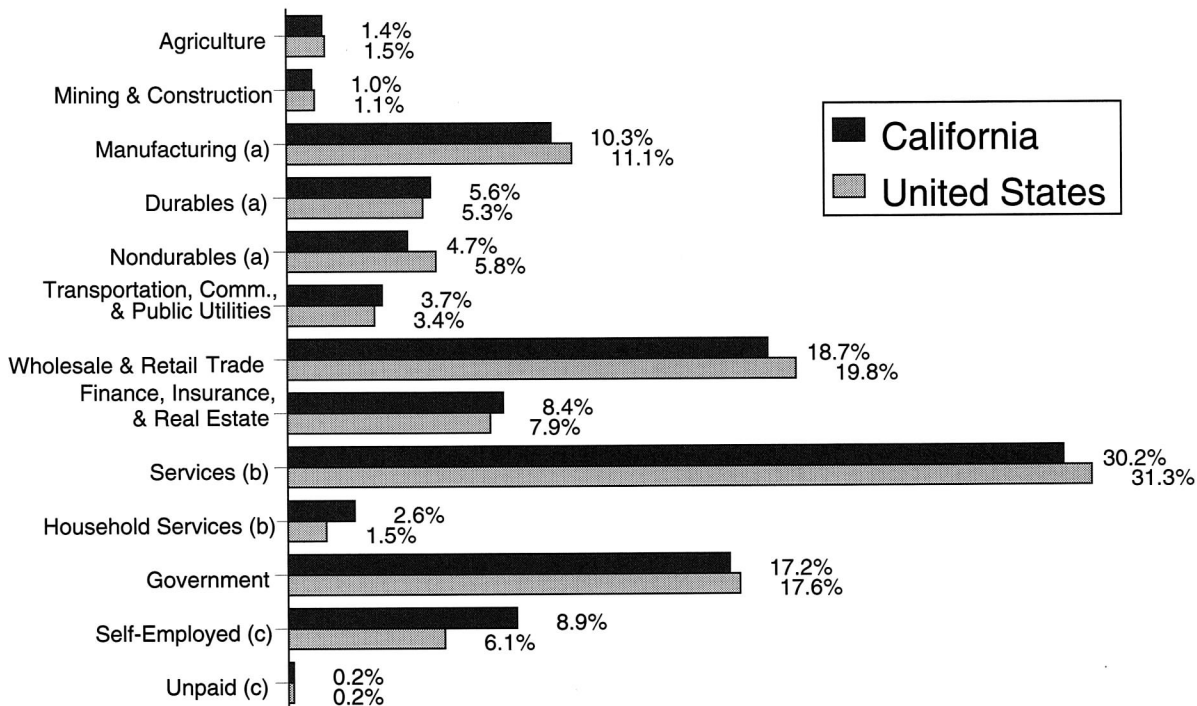
**Figure 6a.**  
**Distribution of Employed Women Across Occupations in California and the United States, 1994**



For women aged 16 and older.

Source: U.S. Department of Labor, Bureau of Labor Statistics, 1995b; based on data from the 1995 Current Population Survey.

**Figure 6b.**  
**Distribution of Employed Women Across Industries in California and the United States, 1994**



For women aged 16 and older.

Source: U.S. Department of Labor, Bureau of Labor Statistics, 1995b; based on data from the 1995 Current Population Survey.

- (a) Durables and Nondurables are included in Manufacturing.
- (b) Household Services are included in Services.
- (c) Self-employed and Unpaid workers could also be distributed among these industries. The industrial breakdown shown here is for wage and salary workers only.

# Economic Autonomy

This section highlights the issues, in addition to employment and earnings, that relate to women's ability to act independently, exercise choice, and control their lives. Topics include access to health insurance, educational attainment, women's business ownership and self-employment, and women living in poverty. Access to health insurance plays a role in determining the overall quality of health care for women in the state and governs the extent of choice women have in selecting health care services. Educational attainment relates to

economic autonomy in many ways, through labor force participation, hours of work, earnings, child-bearing decisions, and career advancement. Women who own their own businesses or are self-employed control many aspects of their working lives. Women in poverty unfortunately have limited choices; if they receive public income support, they must answer to their caseworkers; they do not have the economic means to travel freely; and they often do not have the skills and tools necessary to improve their economic situation.

**Chart V.  
Economic Autonomy: National and Regional Ranks**

	National Rank* (of 51)	Regional Rank* (of 5)
<b>COMPOSITE ECONOMIC AUTONOMY INDEX</b>	<b>14</b>	<b>4</b>
<b>Percent with Health Insurance (among nonelderly women, 1991-1993)<sup>a</sup></b>	<b>37</b>	<b>4</b>
<b>Educational Attainment (percent of women aged 25 and older with four or more years of college, 1990)<sup>b</sup></b>	<b>13</b>	<b>3</b>
<b>Women's Business Ownership (percent of all firms owned by women, 1992)<sup>c</sup></b>	<b>12</b>	<b>4</b>
<b>Percent of Women Above Poverty (percent of women living above the poverty threshold, 1990)<sup>b</sup></b>	<b>17</b>	<b>4</b>

See Appendix I for methodology.

\* The national rank is of a possible 51, referring to the 50 states plus the District of Columbia. The regional rank is of a maximum of five and refers to the states in the Pacific West region (Alaska, California, Hawaii, Oregon, and Washington).

<sup>a</sup> Winterbottom et al., 1995; <sup>b</sup> Population Reference Bureau, 1993; <sup>c</sup> U.S. Department of Commerce, 1996;

Calculated by the Institute for Women's Policy Research.

## Access to Health Insurance

Although women in California enjoy among the highest earnings of all women in the United States, women are more likely to be uninsured in California than in the United States as a whole (16.3 percent in California compared with 13.8 percent throughout the United States; see Table 10). Women workers in California are also much less likely to have employer-based health insurance than women in the United States as a whole (56.7 percent compared with 63.7 percent). Both men and women in California are more likely to be covered by Medicaid than are men and women in the United States as a whole. Women in California, in particular, appear to rely on publicly funded health insurance, with 18 percent of California women covered by Medicaid compared with 13 percent of women throughout the United States. California's expansion of the Medicaid program to reach more low-income families and the lingering recession both contribute to the greater reliance on public funding of health care in California.

## Education

In the United States as a whole, women have made steady progress in achieving higher levels of education. Between 1980 and 1990, the percentage of women in the United States with a high school education or more increased by about one-fifth, with comparable percentages of men and women having completed high school (81.0 percent of men versus 80.5 percent of women in 1994). During the 1980s, the percentage of women with four or more years of college increased by 44 percent, from 13 percent to 18 percent, compared with 24 percent of men, bringing women closer to closing the education gap (U.S. Department of Labor, 1995b).

In general, women in California tend to be more highly educated than the national average. Over 51 percent of women in California have more than a high school education compared with 42.7 percent of women in the United States (see Figure 7). The proportion of women over 25 in California without high school diplomas is similar to that of women in the United States as a

Table 10.

### Percent of Women and Men without Health Insurance and with Different Sources of Health Insurance in California and the United States, 1990-1992

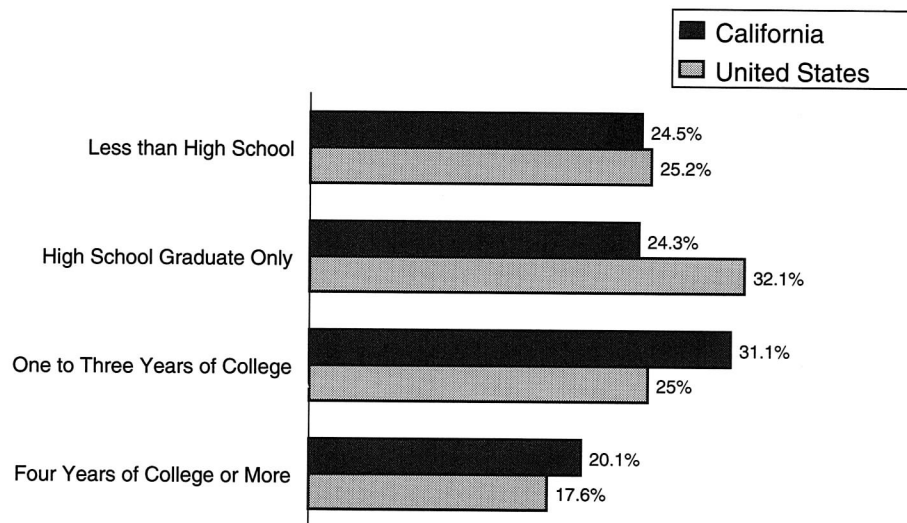
	California		United States	
	Women	Men	Women	Men
<b>Number</b>	13,228,000	13,802,000	109,961,000	108,625,000
<b>Percent Uninsured</b>	16.3	22.0	13.8	17.8
<b>Percent with Employer-Based Health Insurance</b>	56.7	56.5	63.7	63.8
<b>Percent with Medicaid</b>	18.1	12.4	13.0	8.8
<b>Percent with Other Coverage</b>	8.9	9.2	8.5	9.7

Women and men below age 65 (including those under age 18).

Source: Winterbottom et al., 1995; based on data from the 1991-1993 Current Population Surveys.

Compiled by the Institute for Women's Policy Research.

**Figure 7.**  
**Educational Attainment of Women, Aged 25 and Older,**  
**in California and the United States, 1990**



Source: Population Reference Bureau, 1993; based on the Public Use Microdata Sample of the 1990 Census.

whole (24.5 percent compared with 25.2, respectively), while the proportion of women in California with at least some college is higher than the national average. In California, the percent of women with one to three years of college (31.1 percent), is six percentage points higher than the national average. The percent of women with four or more years of college (20.1 percent) is about two percentage points higher than the national average (see Figure 7).

### **Women Business Owners and Self-Employment**

In January 1996, the U.S. Department of Commerce announced that women owned over 6.4 million firms in the United States, employing over 13 million persons and generating \$1.6 trillion in business revenues (these numbers include all women-owned businesses, including C corporations — see notes for Table 11 for further explanation). From 1987 to 1992, the number of women-owned businesses grew at a rate of 43 percent in California, similar to the growth rate of women-owned businesses in the

United States as a whole. By 1992, women-owned 801,487 firms in California (see Table 11). In California, 58 percent of women-owned firms were in the service industries, and the next highest proportion, 16 percent, were in retail trade (see Figure 8). The business receipts of women-owned businesses in California rose by 122 percent (in constant dollars) between 1987 and 1992. This compares favorably with an increase of 87 percent in business receipts for women-owned firms nationally and 35 percent for all firms in the United States during this time period, also adjusted for inflation (data not shown).

Like women's business ownership, self-employment for women has also been rising over recent decades. In 1975, women represented one in every four self-employed workers, and in 1990, they were one in three. The decision to become self-employed is influenced by many factors. According to recent research, self-employed women tend to be older and married, have no young children, and have higher levels of education than the average. They are also more likely to be covered by another's health insurance. Self-employed women are also more



Table 11.  
**Women-Owned Firms\* in California and the United States, 1992**

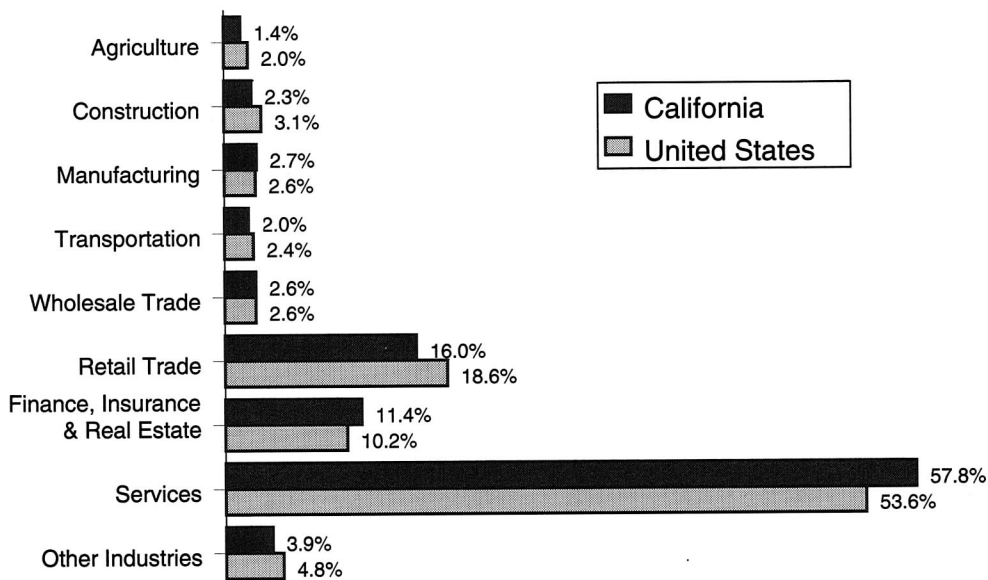
	California	United States
<b>Number of Women-Owned Firms</b>	<b>801,487</b>	<b>5,888,883</b>
<b>Percent of All Firms that Are Women-Owned</b>	<b>35.5%</b>	<b>34.1%</b>
<b>Percent Increase, 1987-1992</b>	<b>43.2%</b>	<b>43.1%</b>
<b>Total Sales &amp; Receipts (in billions)</b>	<b>\$84.9</b>	<b>\$642.5</b>
<b>Percent Increase (in constant dollars), 1987-1992</b>	<b>121.7%</b>	<b>87.0%</b>
<b>Number Employed by Women-Owned Firms</b>	<b>752,428</b>	<b>6,252,029</b>

\* For reasons of comparability, the statistics in Table 11 do not include data on C corporations. Because data on C corporations were collected for the first time in the most recent Economic Census (1992), there are no comparable numbers for C corporations in the 1987 Economic Census. In 1992, there were over 517,000 women-owned C corporations nationally. C corporations are legally incorporated businesses that are non-subchapter S — i.e., unlike subchapter S corporations, which must have 35 or fewer shareholders to qualify for taxation as individual shareholders rather than as corporations, C corporations have no restrictions.

Source: U.S. Department of Commerce, Bureau of the Census, 1996; based on the 1992 Economic Census.

Compiled by the Institute for Women's Policy Research.

Figure 8.  
**Distribution of Women-Owned Firms Across Industries in California and the United States, 1992**



Source: U.S. Department of Commerce, Bureau of the Census, 1996; based on the 1992 Economic Census.

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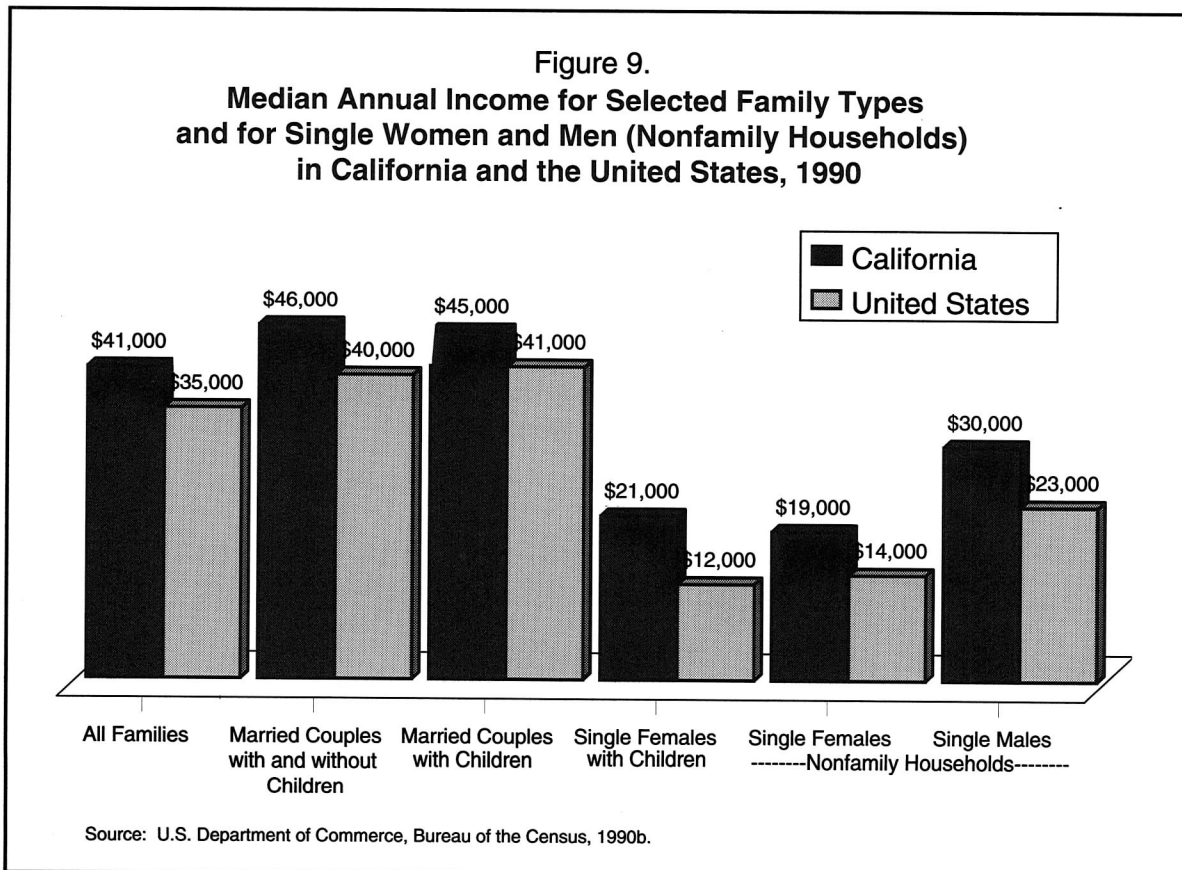
likely to work flexible hours, with 42 percent of married self-employed women and 34 percent of nonmarried self-employed women working part-time (Devine, 1994). Women in California are more likely to be self-employed than are women elsewhere in the United States. In California, 8.9 percent of employed women are self-employed compared with 6.1 percent of women in the United States as a whole (see Figure 6b).

## Women's Economic Security and Poverty

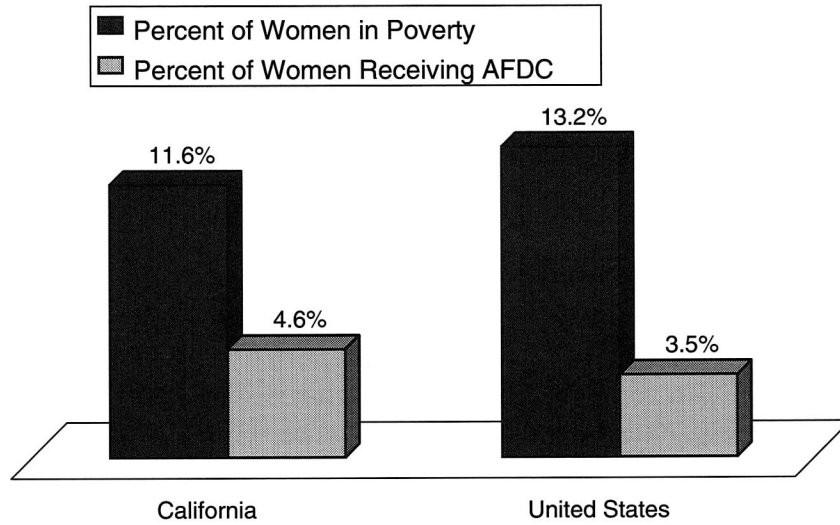
As women's responsibility for their families' economic well-being grows, the continuing wage gap and women's prevalence in low-paid female-dominated occupations may frustrate women's ability to ensure their families' financial security, particularly for single mothers. In the United States, the median family income for single-mother-headed households was \$12,000, while

that for married couples with children was \$41,000 (see Figure 9). Figure 9 also shows that family incomes are higher, on average, for all family types in California than in the United States as a whole, in keeping with the relatively high earnings and per capita income in California. Single mothers heading households do especially well in California, earning 75 percent more than single mothers nationally.

The proportion of women in poverty in California is slightly lower than that of women throughout the United States (11.6 percent and 13.2 percent, respectively; see Figure 10). The proportion of women receiving AFDC in California is slightly higher than the proportion of women receiving AFDC throughout the United States. Approximately 600,000 women and 1.8 million children in California received benefits in 1993 (U.S. Department of Health and Human Services, 1993). The level of AFDC benefits for a family of three in California was \$607 per month in 1993. AFDC and Food Stamp benefits



**Figure 10.**  
**Percent of Women in Poverty and Percent Receiving AFDC**  
**Aged 18 and Older in California and the United States, 1990**



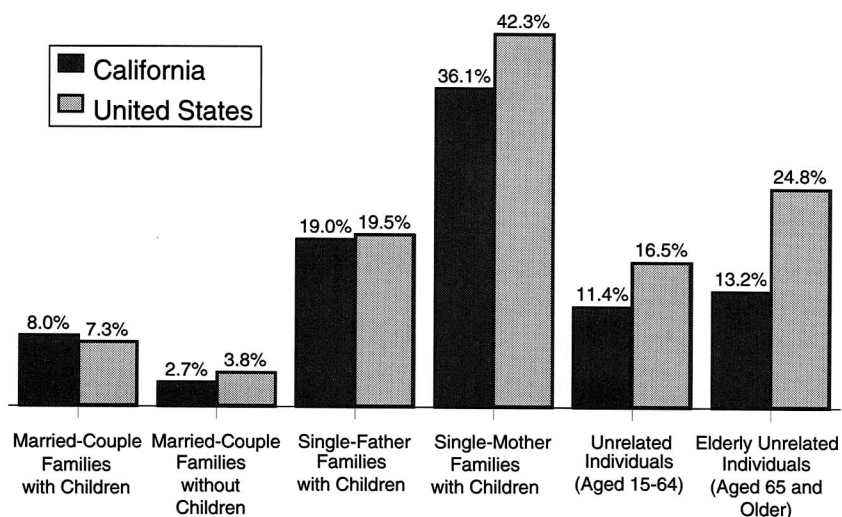
Source: Poverty data from the Population Reference Bureau, 1993; based on the Public Use Microdata Sample of the 1990 Census. AFDC reciprocity data are from the U.S. Department of Health and Human Services, 1990.

combined equaled 77 percent of the poverty threshold. In contrast, in the United States, the average AFDC benefit for a family of three was \$393 per month, and combined AFDC and Food Stamp benefits equaled only 62 percent of the poverty line. Thus among the states, California does a better than average job of providing a minimum sufficiency level for poor women and their children. The poverty rate for single mothers is 36 percent in California compared with 42 percent nationwide, much higher than that for any other family type (see Figure 11).

California does less well in providing a safety net for employed women. Although the percent

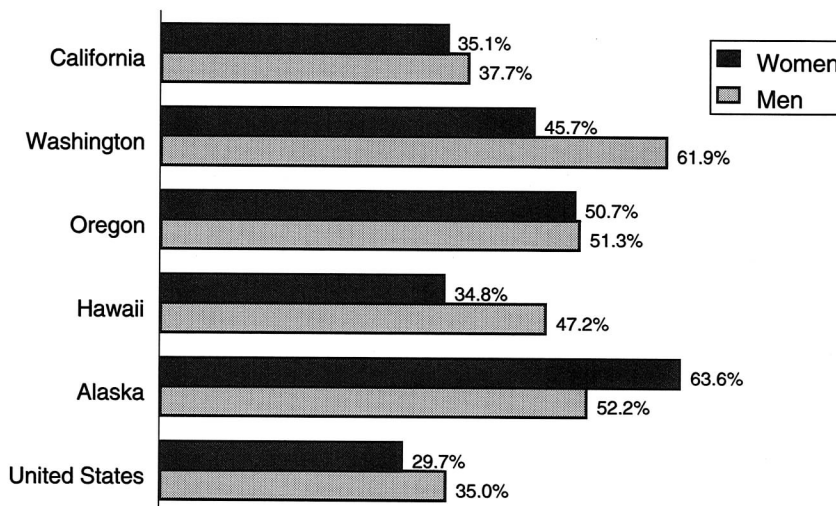
of women who are unemployed in California (see Table 7) is the second highest in the nation, the percent of unemployed women receiving Unemployment Insurance (UI) is lower in California than in almost every other state in the Pacific West region (only Hawaii has a lower UI reciprocity rate; see Figure 12). The same is true for unemployed men in California — even though the percentage of unemployed men in California is the highest among the Pacific West states, the rate of UI receipt for men in California is lower than for men in all the other states in its region.

**Figure 11.**  
**Poverty Rates for Selected Family Types and for Unrelated Individuals in California and the United States, 1990**



Source: Unpublished data, U.S. Department of Commerce, Bureau of the Census, based on the 1990 Census.

**Figure 12.**  
**Proportion of Unemployed Women and Men with Unemployment Insurance in the Pacific West States and in the United States, 1994**



Source: Unpublished data, U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service.

# Reproductive Rights

This section includes information on legislation relating to access to legal abortions, public funding for abortions and infertility treatments, the position of the governor and state legislature on reproductive choice, and maternity stay laws, among other factors related to reproductive rights.

Reproductive rights include more than the legal right to abortion; they also include the ability to exercise that right in practice. Ease of access to abortions is critical. Legal issues that relate to access to abortion include parental notification and waiting periods. The number of abortion providers in each county within the state also plays an important role in providing access to abortions. The stances of the governor and state legislative body are also important in maintaining access to legal abortions in the face

of concerted antiabortion campaigns. There are also economic issues relating to abortion, such as public funding for abortions for women who qualify.

In addition, abortion is not the only reproductive issue of importance to women. Maternity stay laws (which provide a minimum length of hospitalization after childbirth), the right of gay and lesbian couples to adopt children, and public funding for infertility treatments all affect the reproductive lives of women.

The reproductive rights composite index shows that California, while near the bottom within its region, is nevertheless 13th in the nation, placing it in the top third and indicating that reproductive rights in California are relatively strong.

<b>Chart VI. Panel A</b>		
<b>Reproductive Rights: National and Regional Ranks</b>		
	<b>National Rank*</b> (of 51)	<b>Regional Rank*</b> (of 5)
<b>Reproductive Rights Composite Index</b>	<b>13</b>	<b>4</b>
<i>For methodology see Appendix I.</i>		
<i>* The national rank is of a possible 51, referring to the 50 states plus the District of Columbia. The regional rank is of a maximum of five and refers to states in the Pacific West region (Alaska, California, Hawaii, Oregon, and Washington).</i>		

*Calculated by the Institute for Women's Policy Research.*



## Chart VI. Panel B Components of the Reproductive Rights Composite Index

	Yes	No
Does the state allow access to abortion services without mandatory parental consent laws for minors? <sup>a</sup>		✓
Does the state allow access to abortion services without a waiting period? <sup>a</sup>	✓	
Does the state provide public funding for abortions under any circumstances if a woman is eligible? <sup>a</sup>	✓	
What percent of counties in the state have abortion providers? <sup>b</sup>	67%	
Is California's state government pro-choice? <sup>a</sup>		
Governor	✓	
Senate		✓
Assembly		✓
Does public funding cover infertility treatments? <sup>c</sup>		✓
Does the state have a maternity stay law? <sup>d*</sup>		Legislation pending
Does the state allow gay/lesbian couples to adopt? <sup>e</sup>		State is neutral

<sup>a</sup> New federal legislation, passed in September 1996, requires insurance companies to pay for minimum hospital stays in maternity cases.

<sup>a</sup> NARAL Foundation and NARAL, 1995; <sup>b</sup>Henshaw and Van Vort, 1994; <sup>c</sup>King and Meyer, 1996; <sup>d</sup>American Political Network, Inc., 1996; <sup>e</sup>Human Rights Campaign, forthcoming.

*Compiled by the Institute for Women's Policy Research.*

### Explanation of the Components in the Reproductive Rights Composite Index

Mandatory consent laws require that minors notify one or both parents of the decision to have an abortion or gain the consent of one or both parents before a physician can perform the procedure. Of 35 states with such laws on the books as of January 1995, 24 enforced their laws, which usually included some type of procedure allowing courts or physicians to waive

the notice or consent requirement in cases of undue burden. As of January 1995, California's law was not being enforced (NARAL Foundation and NARAL, 1995).

Waiting-period legislation mandates that a physician cannot perform an abortion until a certain number of hours after the woman has been notified of her options in dealing with a

pregnancy. The waiting periods range from one to 72 hours. California has no waiting period (NARAL Foundation and NARAL, 1995).

In some states, public funding for abortions is available only under specific circumstances, such as rape or incest, life endangerment to the mother, or limited health circumstances of the fetus. California has no such restrictions (NARAL Foundation and NARAL, 1995).

The percent of counties with abortion providers includes all counties that have at least one abortion provider. This proportion ranges from two to 88 percent across the states. California's proportion of counties with providers is relatively high (Henshaw and Van Vort, 1994).

Maternity stay laws require that a minimum length of time under hospitalization be provided to a new mother. Such laws follow the recommendations of the American Medical Association, which suggests a minimum hospital stay of 48 hours after an uncomplicated vaginal birth and of 96 hours after a cesarean section. If the doctor and the mother agree to an early release, such legislation generally requires that the relevant insurance company provide one home visit. At the time of this writing, legislation on the issue was pending in California (American Political Network, Inc., 1996). In September 1996, new federal legislation was passed that mandates that insurance companies pay for the recommended stays.

The governor and members of the State Senate and State Assembly were asked by NARAL if they would uphold a judicial restriction on abortion rights and availability. If they answered "yes," they were considered anti-choice. If they answered "no," they were considered pro-choice. In addition, the official comments made by the Governor's office were taken into account in determining abortion rights positions (NARAL Foundation and NARAL, 1995). California's governor's pro-choice stance is well publicized.

While increasing numbers of private health insurance plans cover infertility treatments, few states in the United States allow for infertility treatments under publicly funded health plans such as Medicaid, although they tend to cover a wide range of contraceptive services. California follows the general trend (King and Meyer, 1996).

Some states have specific legislation prohibiting discrimination against gay and lesbian couples in adoption procedures. One state, New Mexico, has passed legislation to allow the nonbiological parent in a gay or lesbian couple to adopt the child, while four states have passed legislation explicitly prohibiting adoption in such circumstances. California is neutral (Human Rights Campaign, forthcoming).

# Health and Vital Statistics

This section focuses on the quality of health of the population in the state. Topics include fertility and infant health, the consumption of preventive health services, environmental and cancer risks, and Health Management Organization (HMO) enrollment. Health is an important aspect of the economic status of women. Illness can be costly and painful and can interrupt the daily tasks people take for granted. The healthier the inhabitants of an area are, the more productive those inhabitants are likely to be.

As stated in the 1994 Policy Report of the Commonwealth Fund Commission on Women's Health, women and men face different health problems, even outside of reproductive differences. Women tend to see physicians more routinely, and they use preventive services at twice the rate that men do. Women also suffer more chronic illness, are more likely to suffer from depression, and are prescribed more drugs by their physicians, but they live longer than men do (Commonwealth Fund, 1994). The average life expectancy in the United States in 1992 was 79.1 years for women and 72.3 years for men. The median age for women at the time of their first birth was 23.8 years, and the age at first marriage was 24 years.

As women, particularly mothers, have entered the labor force in record numbers, their health care needs have changed. Many studies have focused on the link between women's work and their health, and many have found a positive relationship between women's employment and better health (Hartmann et al., 1996). As women's employment rates continue to rise, studies have increasingly looked at the extent and type of access women have to health insur-

ance coverage. The Institute for Women's Policy Research has found that about 12 million women of working age lack health insurance of any kind (Yoon et al., 1994). Women in California are less likely to have insurance than women nationally, and are also less likely to have access through their employment (see Table 10).

Infant mortality rates are lower in California than in the United States as a whole (6.8 per 1,000 births compared to 8.4 per 1,000 births for the entire United States), while fertility rates are higher (78.3 births per 1,000 women in California compared to 66.7 births per 1,000 women in the entire United States; see Table 12). The percent of babies with low birth weights is also lower in California. This may indicate that women in California have better access to pre- and postnatal care. In terms of births to teenage mothers and unmarried mothers, California follows the national trend. In the United States, births to teenage mothers as a percent of all births fell from 15.6 percent in 1980 to 12.7 in 1992, while births to unmarried mothers rose from 18.4 in 1980 to 32.6 percent in 1994, indicating that, increasingly, unwed motherhood extends across all age groups. In California, births to teenage mothers also fell and births to unmarried mothers rose.

California also does relatively well on a number of preventive health care measures. Of women over age 40, 85 percent have had a mammogram, higher than the proportion for women in the United States as a whole. Of adult women, 93 percent have had a pap smear, and nearly three-quarters of all children in California have been vaccinated; these rates are similar to those for the United States as a whole.

Table 12.  
Health and Vital Statistics in California and the United States

	California	United States
<b>FERTILITY AND INFANT HEALTH</b>		
Fertility Rate in 1994 (live births per 1,000 women aged 15-44) <sup>a</sup>	78.3	66.7
Infant Mortality Rate in 1993 (deaths of infants under age one per 1,000 live births) <sup>b</sup>	6.8	8.4
Percent of Counties with at Least One Abortion Provider, 1992 <sup>c</sup>	67.0%	16.0%
Percent of Low Birth Weight Babies (less than 5 lb. 8 oz.), 1994 <sup>a</sup>		
Among Whites	5.5%	6.1%
Among African-Americans <sup>a</sup>	12.5%	13.2%
Births to Teenage Mothers as a Percent of All Births, 1992 <sup>d</sup>	11.8%	12.7%
Births to Unmarried Mothers as a Percent of All Births, 1992 <sup>a</sup>	35.7%	32.6%
<b>PREVENTIVE HEALTH CARE</b>		
Percent of Women Who Have Ever Had a		
Mammogram (aged 40 and older), 1993 <sup>e</sup>	85.0%	77.9%*
Pap Test (aged 18 and older), 1993 <sup>e</sup>	92.7%	93.4%*
Vaccination Coverage of Children Aged 19-35 Months (estimated percentage of those receiving four doses of diphtheria and tetanus toxoids and pertussis vaccine, three doses of polio virus vaccine, and one dose of measles-mumps-rubella vaccine), 1994 <sup>f</sup>	74.0%	75.0%
<b>ENVIRONMENTAL AND CANCER RISKS</b>		
Toxic Chemicals that Could Cause Birth Defects (pounds per person), 1992 <sup>f</sup>	4.4 lbs	36.0 lbs
Average Annual Mortality Rate (per 100,000) Due to		
Female Breast Cancer, 1988-1992 <sup>g</sup>	26.0	27.1
Cervical and Uterine Cancer, 1988-1992 <sup>g</sup>	2.8	3.0
Ovarian Cancer, 1988-1992 <sup>g</sup>	7.9	7.8
Estimated Number of New Cases of Female Breast, Cervical, and Uterine Cancers, 1996 <sup>h</sup>	18,900	200,000
<b>OTHER</b>		
As of July 1995, has California enacted legislation that attempts to ensure universal access to health insurance? <sup>f</sup>	no	

\* Median rate for the 50 states and the District of Columbia.

<sup>a</sup> Centers for Disease Control, 1996a; <sup>b</sup> Centers for Disease Control, 1996b; <sup>c</sup> Henshaw and Van Vort, 1994; <sup>d</sup> U.S. Department of Commerce, 1995b; <sup>e</sup> American Cancer Society, 1995; <sup>f</sup> McCloskey et al., 1995; <sup>g</sup> National Cancer Institute, 1995 (rates are age adjusted to the 1970 U.S. standard population); <sup>h</sup> American Cancer Society, 1996.

Compiled by the Institute for Women's Policy Research.



**Table 13.**  
**Percent of Total Population, Medicare, and Medicaid Recipients Enrolled in Health Maintenance Organizations (HMOs), 1994**

	<b>California</b>	<b>United States</b>
<b>Total Population</b>	<b>31,431,000</b>	<b>260,341,000</b>
<b>Percent of Total Population Enrolled in HMOs</b>	<b>38.3</b>	<b>19.5</b>
<b>Percent of Total Population Receiving Medicare</b>	<b>11.4</b>	<b>14.0</b>
<b>Percent of Medicare Recipients Enrolled in HMOs</b>	<b>34.6</b>	<b>9.2</b>
<b>Percent of Total Population Receiving Medicaid</b>	<b>15.9</b>	<b>13.1</b>
<b>Percent of Medicaid Recipients Enrolled in HMOs</b>	<b>16.3</b>	<b>21.4</b>

*Source: McCloskey et al., 1995, and unpublished tables for 1994 from the U.S. Department of Commerce.*

*Compiled by the Institute for Women's Policy Research.*

In recent years, the trend toward HMOs has grown, with national enrollment rising from 9.1 million in 1980 to 45.2 million at the end of 1993 (U.S. Department of Commerce, 1995b). This major trend requires monitoring from the point of view of how well the new arrangements meet women's health care needs. In addition, concerns have been raised about how well HMOs meet the needs of the medically needy, such as the disabled or those with severe or long-term illnesses.

Similarly, there has been an increasing trend towards HMOs among Medicaid and Medicare beneficiaries, although the impact of managed-care systems on cost-effectiveness and quality of service for Medicare and Medicaid programs is still in question (Urban Institute, 1996; Jacobs Institute of Women's Health, 1996).

There is a great deal of variation in HMO membership across states. HMOs tend to play a

more important role in the states of California, Massachusetts, Minnesota, and Oregon and are much less prevalent throughout the South (Winterbottom et al., 1995).

The percentage of the population enrolled in HMOs in California is nearly twice as high as that in the United States as a whole (38.3 percent versus 19.5 percent; see Table 13). Similarly, Medicare recipients in California are much more likely than recipients elsewhere to be enrolled in an HMO — 34.6 percent of Medicare recipients in California compared with only nine percent of Medicare recipients nationwide. However, while the proportion of the total population receiving Medicare is higher in California than in the United States as a whole, Medicaid recipients in California are less likely to be enrolled in an HMO than are recipients nationwide (16.3 percent in California compared with 21.4 percent in the United States; see Table 13).





# Basic Demographics

This section includes data on different populations within the state. Statistics on age, the sex ratio, and the elderly female population are presented, as are the distribution of women by race/ethnicity and family types and information on women in prisons. These data present an image of the state's female population and can be used to provide insight on the topics covered in this report. For example, California has a relatively small elderly population, a young population overall relative to other states, and a high birth rate. Demographic changes also have implications for the location of economic activity, the types of jobs available, the growth of markets, and the types of public services that are needed.

California has the largest population of any state in the United States. Between 1980 and 1990, the population of California grew by 25.7 percent, over two and half times as fast as that of the nation as a whole, which grew by 9.8 percent (U.S. Department of Commerce, 1995b). Compared with the other states in its region, California's population growth rate is the second highest, behind that of Alaska (36.9 percent). In recent years, population growth has slowed down in California, with population increasing by 5.6 percent between 1990 and 1994, which is only slightly faster than the national rate (4.7 percent) and slower than the Pacific West region rate (6.4 percent; data not shown).

Nearly 15 million women lived in California in 1990 (11.5 million of them were aged 16 and older). Women in California are slightly younger on average than women in the United

States. California also has a smaller proportion of women over age 65 than the United States as a whole (12 percent versus 15 percent in the entire United States; see Table 14). The female population in California is more ethnically diverse than in the nation as a whole, with minority women making up about 42 percent of women in the state (24 percent for the United States). The proportion of Hispanic and Asian-American women in California is almost three times higher than that in the United States as a whole.

The proportion of single or divorced women in California is slightly higher than that in the country as a whole, while the proportion widowed is lower (see Figure 13). Fifty-five percent of the women in California are married compared with 56 percent of women in the entire United States. The distribution of family types is similar to that in the nation as a whole, although California has a slightly smaller proportion of married-couple families (54 percent compared with 56 percent) and a slightly greater proportion of male-headed families (4 percent compared with 3 percent). Among families with children under age 18, 19.1 percent of these families in California are headed by a woman compared with 19.5 percent in the United States as a whole (see Figure 14).

California is substantially more urbanized than the United States as a whole. The proportion of women in California who are foreign-born is among the highest in the nation. The percent of California's prison population that is female is about the same as that nationally.

Table 14.  
Basic Statistics\*

	California	United States
<b>Total Population, 1995<sup>a</sup></b>	32,398,000	263,434,000
<b>Number of Women, All Ages<sup>b</sup></b>	14,867,978	127,212,264
<b>Sex Ratio (women to men, aged 18 and older)<sup>c</sup></b>	1.02:1	1.09:1
<b>Median Age of All Women<sup>c</sup></b>	32.5 years	34.1 years
<b>Proportion of Women Over Age 65<sup>b</sup></b>	12.3%	14.7%
<b>Distribution of Women by Race and Ethnicity, All Ages<sup>b</sup></b>		
White <sup>†</sup>	58.2%	75.9%
African-American <sup>†</sup>	7.2%	12.1%
Hispanic <sup>††</sup>	24.0%	8.3%
Asian-American <sup>†</sup>	9.8%	2.9%
Native American <sup>†</sup>	0.9%	0.8%
<b>Distribution of Households by Type, 1990<sup>b</sup></b>		
<b>Total Number of Family and Nonfamily Households</b>	10,382,793	91,770,958
<b>Married-Couple Families (with and without their own children)</b>	53.9%	56.2%
<b>Female-Headed Families (with and without their own children)</b>	11.2%	11.2%
<b>Male-Headed Families (with and without their own children)</b>	4.3%	3.2%
<b>Nonfamily Households: Single-Person Households</b>	23.2%	24.4%
<b>Nonfamily Households: Other</b>	7.4%	4.9%
<b>Proportion of Women Living in Metropolitan Areas, All Ages (1990)<sup>b</sup></b>	95.9%	83.1%
<b>Proportion of Women Who Are Foreign-Born, All Ages (1990)<sup>b</sup></b>	21.3%	7.9%
<b>Percent of Federal and State Prison Population Who Are Women (1993)<sup>d</sup></b>	5.0%	4.9%

\* Data are for 1990 unless otherwise specified.

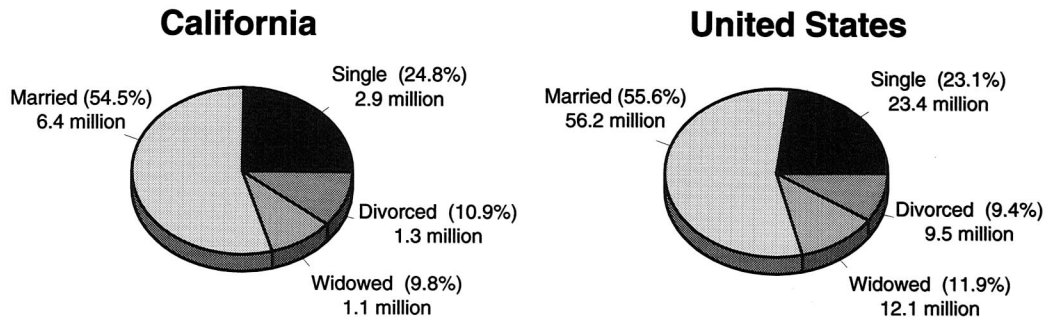
† Non-Hispanic.

†† Hispanics may be of any race.

<sup>a</sup> McCloskey et al., 1995; <sup>b</sup> Population Reference Bureau, 1993; <sup>c</sup> Institute for Women's Policy Research, 1995; <sup>d</sup> U.S. Department of Justice, 1995.

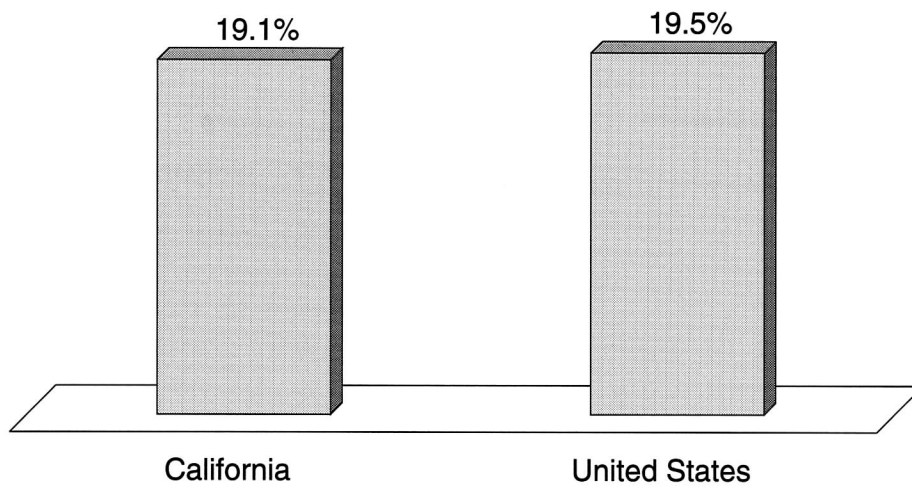
Compiled by the Institute for Women's Policy Research.

**Figure 13.**  
**Distribution of Women by Marital Status in California and the United States, 1990**



For women aged 15 and older.  
 Source: Population Reference Bureau, 1993; based on the Public Use Microdata Sample of the 1990 Census.

**Figure 14.**  
**Proportion of Households with Children Under Age 18 Headed by Women in California and the United States, 1990**



Source: Institute for Women's Policy Research, 1995; based on the Public Use Microdata Sample of the 1990 Census.





# Appendix I:

## Methodology, Terms, and Sources for Chart I (the Composite Indices)

**Composite Political Participation Index:** This composite index reflects four areas of political participation: voter registration; voter turnout; women in elective office, including state legislatures, state-wide elective office, and positions in the U.S. Congress; and institutional resources available for women (such as a state agenda project, a commission on the status of women, or a legislative caucus).

To construct this composite index, each of the component indicators was standardized to remove the effects of different units of measurement for each state's score on the resulting composite index. Each component was standardized by subtracting the mean value (for all 50 states) from the observed value and dividing by the standard deviation. The standardized scores were then given different weights. Voter registration and voter turnout were each given a weight of 1.0. The component indicator for women in elected office is itself a composite reflecting different levels of officeholding and was given a weight of 3.0. The last component indicator, women's institutional resources, is also a composite of scores indicating the presence or absence of each of three resources: a women's agenda project, a commission on the status of women, and a women's legislative caucus. It received a weight of 1.0. The resulting weighted, standardized values for each of the four component indicators were summed for each state to create the composite political participation index.

**Voter Registration and Voter Turnout:** These two component indicators show the average percent (for the two elections) of all women aged 18 and older (in the civilian noninstitutionalized population) who reported registering or voting. Source: U.S. Bureau of the Census (1993, 1996), based on the Current Population Survey.

**Women in Elected Office:** This component indicator is based on a methodology developed by the Center for Policy Alternatives (1995).

This composite has four components and reflects office-holding at the state and national levels. For each state the proportion of office holders who are women was computed for several levels: state representatives, state senators, state-wide elected executive officials and U.S. representatives, and U.S. senators and governors. The percentages were then converted to scores that ranged from 0 to 1 by dividing the observed value for each state by the highest value for all states. The scores were then weighted according to the degree of political influence of the position: state representatives were given a weight of 1.0, state senators were given a weight of 1.25, statewide executive elected officials and U.S. representatives were each given a weight of 1.5, and U.S. senators and state governors were each given a weight of 1.75. The resulting weighted scores for the four components were added to yield the total score on this composite for each state. The highest score of any state for this composite office-holding indicator was 4.45. These scores were then used to rank the states on the indicator for women in elected office. Source: Data were compiled by the Institute for Women's Policy Research (IWPR) from several sources, including the Center for the American Woman and Politics (1996) and the Council of State Governments (1996).

**Women's Institutional Resources:** This indicator measures the number of institutional resources for women available in the state from a maximum of three, including commissions on the status of women (which are established by legislation or executive order), women's state agenda projects (usually voluntary, nonprofit organizations), and legislative caucuses for women (organized by women legislators in either or both houses of the state legislature). States receive 1.0 point for each institutional resource present in their state and 0.5 point if a legislative caucus exists in one house but not the other. Source: Center for Policy Alternatives, 1995, updated in 1996 by IWPR.

**Composite Employment and Earnings Index:**

This composite index consists of four component indicators: median annual earnings for women, the ratio of the earnings of women to the earnings of men, women's labor force participation, and the percent of employed women in managerial and professional specialty occupations.

To construct this composite index, each of the four component indicators was "standardized" — i.e., for each of the four indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting ratios were summed for each state to create the composite index; thus, each of the four component indicators has equal weight in the composite.

Women's Median Annual Earnings: 1989 median yearly earnings of noninstitutionalized women aged 18-65 who worked more than 49 weeks during the year and more than 34 hours per week. Source: IWPR calculations of the Public Use Microdata Sample of the 1990 Census of Population.

Ratio of Women's to Men's Earnings: 1989 median yearly earnings of noninstitutionalized women aged 18-65 who worked more than 49 weeks per year and more than 34 hours per week divided by the 1989 median yearly earnings of noninstitutionalized men aged 18-65 who worked more than 49 weeks per year and more than 34 hours per week. Source: IWPR calculations of the Public Use Microdata Sample of the 1990 Census of Population.

Women's Labor Force Participation (proportion of the adult female population that is in the labor force): Percent of civilian noninstitutionalized women aged 16 and older who were, in 1994, employed or looking for work. This includes those employed full-time, part-time voluntarily, or part-time involuntarily and those who are unemployed. Source: U.S. Department of Labor, Bureau of Labor Statistics, 1995a, based on the Current Population Survey.

Women in Managerial and Professional Occupations: Percent of civilian noninstitutionalized women aged 16 and older who, in 1994, were employed in executive, administrative, manage-

rial, or professional specialty occupations. Source: U.S. Department of Labor, Bureau of Labor Statistics, 1995, based on the Current Population Survey.

**Composite Economic Autonomy Index:** This composite index reflects four aspects of women's economic well-being: access to health insurance, educational attainment, business ownership, and percent of women above the poverty level.

To construct this composite index, each of the component indicators was "standardized" — i.e., for each indicator, the observed value for the state was divided by the comparable value for the United States as a whole. The resulting ratios were summed for each state to create the composite index. Each component was given a weight of 1.0.

Access to Health Insurance: Percent of civilian noninstitutionalized women under age 65 who are insured. The state-by-state percentages are based on the averages of three years of pooled data from the 1991, 1992, and 1993 Current Population Survey from the Bureau of the Census. Source: Winterbottom et al., 1995.

Educational Attainment: In 1989, the percent of women aged 25 and older with four or more years of college. Source: Population Reference Bureau, 1993, based on the Public Use Microdata Sample of the 1990 Census of Population.

Women's Business Ownership: In 1992, the percent of all firms (legal entities engaged in economic activity during any part of 1992 that filed an IRS form 1040, Schedule C; 1065; or 1120S) that were owned by women. Sex of the owner was determined by sending their social security numbers to the Social Security Administration for a list of sex codes. Source: U.S. Department of Commerce, 1996, based on the 1992 Economic Census.

Women Above Poverty Level: In 1989, the percent of women living above the official poverty threshold, which varies by family size and composition. In 1989, the poverty level for a family of four was \$12,675. Source: Population Reference Bureau, 1993, based on the Public Use Microdata Sample of the 1990 Census of Population.

**Composite Reproductive Rights Index:** This composite index reflects a variety of indicators of women's reproductive well-being and autonomy. These include access to abortion services without mandatory parental consent laws for minors, access to abortion services without a waiting period, public funding for abortions under any circumstances if a woman is eligible, percent of counties that have at least one abortion provider, whether the governor or state legislature is pro-choice, public funding of infertility treatments, existence of a maternity stay law, and whether gay/lesbian couples can adopt. For more complete definitions of the components of this index and sources, see Appendix II.

To construct this composite index, each component indicator was rated on a scale of 0 to 1 and assigned a weight. The notification and waiting-period indicators were each given a weight of 0.5. The indicator of public funding for abortions was given a weight of 1.0. For the indicator of the

percent of counties with abortion providers, states were given a scaled score ranging from 0 to 1. For the indicator of whether the governor, upper house, or lower house is pro-choice, each state receives 0.33 points per governmental body (up to a maximum of 1.0 point). The indicator for public funding for infertility treatments was given a weight of 1.0. For the maternity stay law indicator, the state received a score of 0.5 if it had legislation pending. For the indicator of whether gay/lesbian couples can adopt, states were given 1.0 point if legislation prohibiting discrimination against these couples in adoption proceedings exists and 0.5 points if the state has no official position on the subject. The maternity stay law and gay/lesbian adoption law were each given a weight of 0.5. The weighted scores for each component indicator were summed to arrive at the value of the composite index score for each state. The states and the District of Columbia were then ranked according to those values.

# Appendix II: Terms and Sources for Chart II (Women's Rights Checklist)

## *Reproductive Rights*

**Mandatory Consent:** Mandatory consent laws require that minors notify one or both parents of the decision to have an abortion or gain the consent of one or both parents before a physician can perform the procedure. Of the 35 states with such laws on the books as of January 1995, 24 enforce their laws. Of the 24, 20 allow for a judicial bypass of notification if the minor appears before a judge and provides a reason that notification would place an undue burden on the decision to have an abortion. Three states provide for physician bypass of notification; only Utah had no bypass procedure as of January 1995 (NARAL Foundation and NARAL, 1995).

**Waiting Period:** Waiting-period legislation mandates that a physician cannot perform an abortion until a certain number of hours after the woman has been notified of her options in dealing with a pregnancy. The waiting periods range from one to 72 hours. Of the 15 states with mandatory waiting periods as of January 1995, seven (with waiting periods ranging from eight to 24 hours) enforced their laws (NARAL Foundation and NARAL, 1995).

**Restrictions on Public Funding:** In some states, public funding for abortions is available only under specific circumstances, such as rape or incest, endangerment to the mother's life, or limited health circumstances of the fetus. As of January 1995, 17 states and the District of Columbia funded abortions in all or most circumstances (NARAL Foundation and NARAL, 1995).

**Maternity Stay Laws:** Maternity stay laws require that a minimum length of time under hospitalization be provided to a new mother. The laws follow the recommendations of the American Medical Association, which suggests a minimum hospital stay of 48 hours after an uncomplicated vaginal birth and 96 hours after a cesarean section. Usually, the laws provide that if the doctor and the

mother agree to an early release, the relevant insurance company must provide one home visit (American Political Network, Inc., 1996). In September 1996, new federal legislation was passed to require that insurance companies pay for the recommended minimum hospital stays in maternity cases.

**Fertility Treatments and Public Funding:** While increasing numbers of private health insurance plans cover infertility treatments, few states in the United States allow for infertility treatments under publicly funded health plans such as Medicaid, although they tend to cover a wide range of contraceptive services (King and Meyer, 1996).

**Same-Sex Couples and Adoption:** Some states have specific legislation prohibiting discrimination against gay and lesbian couples in adoption procedures. For situations in which only one member of the couple is the biological parent, states can adopt legislation that allows the nonbiological parent in a gay or lesbian couple to adopt the child. One state, New Mexico, has passed legislation to allow the nonbiological parent in a gay or lesbian couple to adopt the child, while four states have passed legislation explicitly prohibiting adoption in such circumstances (Human Rights Campaign, forthcoming).

## *Domestic Violence*

**Mandatory Arrest:** As of 1992, the codes of 14 states and the District of Columbia mandate arrest for perpetrators when a responding officer concludes that domestic violence has occurred. Generally, arrest is mandated only under specific circumstances; for instance, when an assault results in bodily injury to the victim, when the intent of the abuser was to cause fear of serious injury or death, or when the officer believes that domestic violence is likely to continue (Hart, 1992). Michigan and Virginia also recently passed pro-arrest laws.



## *Child Support*

**Cases with Collection:** According to the U.S. Department of Health and Human Services Office of Child Support Enforcement, 55 percent of all child support cases that go to trial are granted a support order by a judge. Only in 33 percent of the cases with orders (or 18 percent of all child support cases) was child support actually collected. A case is counted as having a collection if as little as one cent is collected during the year. The enforcement efforts made by state and local agencies can affect the extent of collections (Gershenson, 1993).

## *Welfare*

Note: As this report goes to press, new federal legislation on welfare that gives states much more autonomy in shaping their welfare programs has been passed. The policies a state adopted under the former federal law may indicate the direction its welfare policy will take under the new law, which went into effect October 1, 1996. States have until July 1997 to comply; however, states may continue to carry out programs approved by the Department of Health and Human Services prior to the passage of the new law.

**Child Exclusion/Family Caps:** Under child exclusion/family cap provisions, additional AFDC benefits are denied to children conceived while the mother was receiving AFDC. As of May 1995, 14 states requested waivers from the federal law to implement child exclusion rules. In most of those states, the exclusion applies to children born more than ten months after the mother first started to receive benefits or to children conceived while the mother was receiving AFDC. Eleven of the states would exempt from the child exclusion requirement children born as a result of incest, rape or sexual assault (Savner and Greenberg, 1995).

**Retains More Earnings:** Under prior law, AFDC recipients who enter employment are entitled to disregard only a small amount of earnings before their AFDC grants are reduced. The rule has been criticized as creating a disincentive to work. As of May 1995, 28 states had submitted waiver requests to the federal government to liberalize the treatment of earnings for AFDC recipients (Savner and Greenberg, 1995).

**Raised Asset Limitations:** Under prior law, families with assets exceeding \$1,000 are ineligible for AFDC. However, the asset rule has been criticized for penalizing savings. As of May 1995, 31 states had requested waivers from the federal government to change the asset rules. Increased asset limits range from \$1,500 in Indiana to \$10,000 in Oregon and Missouri (Savner and Greenberg, 1995).

## *Employment/Unemployment Benefits*

**Minimum Wage:** As of June 1996, 11 states and the District of Columbia had minimum wage rates that were higher than the federal level. Seven states had minimum wage rates lower than the federal level (but the federal level generally applies to most employers in these states). Seven states had no minimum wage law, and 25 states had state minimum wages that were the same as the federal level. According to the Fair Labor Standards Act, the state minimum wage is controlling if the state minimum wage is higher than the federal minimum wage (U.S. Department of Labor, 1996). A federal minimum wage increase was signed into law on August 20, 1996. The federal standard will rise to \$5.15 in two steps — the first step, effective October 1, 1996, is an increase to \$4.75, and the second step, effective September 1, 1997, is an increase to \$5.15 per hour.

**Temporary Disability Insurance (TDI):** Temporary Disability Insurance provides partial income replacement to employees who leave work because of an illness or accident that is not related to their work. In five states with mandated programs, employees and/or their employers pay a small percentage of the employee's salary into an insurance fund and, in return, employees are provided with partial wage replacement if they become seriously ill or disabled. In states with TDI programs, women workers typically receive 8 to 12 weeks of partial wage replacement for maternity leaves through TDI (Hartmann et al., 1995).

**Access to Unemployment Insurance (UI):** In order to receive UI, potential recipients must meet several eligibility requirements. Two of these are high quarter earnings and base period earnings requirements. The "base period" is the 12-month period preceding the start of a spell of unemploy-



ment. The base period criterion states that the individual must have earned a minimum amount during the base period. The high quarter earnings criterion requires that individuals earn a minimum amount in one of the quarters within the base period. IWPR research has shown that women are less likely to meet the two earnings requirements than are men and thus are more likely to be disqualified from receipt of UI benefits. IWPR found that nearly 14 percent of unemployed women workers were disqualified from receiving UI by the two earnings criteria; this is more than twice the rate for unemployed men (Yoon et al., 1995). States typically set eligibility standards for UI and can enact policies that are more or less inclusive and more or less generous to claimants.

**Pay Equity:** The concept of pay equity, also known as comparable worth, refers to a set of remedies designed to raise the wages of jobs that are undervalued at least partly because of the sex or race of the workers who hold those jobs. By 1989, 20 states had implemented programs to raise the wages of workers in female-dominated jobs in their states' civil services (National Committee on Pay Equity, 1995). A study by the Institute for Women's Policy Research found that for states that implemented pay equity remedies, the remedies improved female/male wage ratios (Hartmann and Aaronson, 1994).

# Appendix III: National Rankings on Selected Indicators

## Political Participation Rankings

STATE	Composite Index		Women in Elected Office Composite Index	
	SCORE	RANK	SCORE	RANK
Alabama	-3.09	41	.60	47
Alaska	2.97	12	2.35	11
Arizona	-2.16	36	2.08	16
Arkansas	-5.46	46	1.16	38
California	4.16	8	3.11	3
Colorado	2.87	13	2.65	5
Connecticut	4.24	7	2.39	9
Delaware	3.16	11	2.80	4
District of Columbia	6.00	n/a	n/a	n/a
Florida	-2.97	40	1.42	32
Georgia	-3.44	42	1.11	39
Hawaii	0.31	23	2.60	6
Idaho	2.86	14	2.23	13
Illinois	0.69	21	2.31	12
Indiana	-0.69	29	1.89	20
Iowa	0.50	22	1.24	35
Kansas	8.78	1	4.45	1
Kentucky	-7.10	49	0.53	49
Louisiana	-4.02	43	0.60	47
Maine	4.84	4	2.46	8
Maryland	4.79	5	2.56	7
Massachusetts	-1.15	30	1.23	37
Michigan	0.28	24	1.39	33
Minnesota	4.98	3	1.93	18
Mississippi	-6.32	48	0.52	50
Missouri	0.91	19	1.46	31
Montana	2.59	15	1.59	26
Nebraska	0.84	20	1.53	27
Nevada	-0.06	27	2.37	10
New Hampshire	-1.23	31	1.51	29
New Jersey	-1.38	33	1.65	23
New Mexico	-1.86	35	1.49	30
New York	-2.26	37	1.39	33
North Carolina	-2.78	38	1.03	41
North Dakota	4.53	6	1.69	22
Ohio	-0.10	28	1.72	21
Oklahoma	-1.64	34	1.09	40
Oregon	3.95	9	1.95	17
Pennsylvania	-5.94	47	0.74	45
Rhode Island	0.04	26	1.63	24
South Carolina	-4.88	44	0.73	46
South Dakota	1.42	18	1.61	25
Tennessee	-7.29	50	0.84	43
Texas	-1.25	32	1.92	19
Utah	0.06	24	1.53	27
Vermont	3.33	10	2.21	14
Virginia	-2.87	39	0.88	42
Washington	7.87	2	3.88	2
West Virginia	-4.98	45	0.82	44
Wisconsin	1.58	17	1.34	35
Wyoming	2.39	16	2.19	15
United States			1.64	

## Political Participation Rankings

STATE	Percent of Women Registered to Vote in 1992 and 1994		Percent of Women Who Voted in 1992 and 1994		Number of Institutional Resources Available to Women in the State	
	PERCENT	RANK	PERCENT	RANK	NUMBER	RANK
Alabama	73.2	17	54.4	27	2.5	6
Alaska	73.8	16	64.4	8	1.0	40
Arizona	65.0	34	54.3	29	0.0	48
Arkansas	65.2	33	50.4	43	0.5	46
California	58.1	48	50.6	41	3.0	1
Colorado	72.4	19	58.0	22	1.0	40
Connecticut	74.9	12	62.1	12	2.0	10
Delaware	65.0	34	54.1	31	2.0	10
District of Columbia	73.9	n/a	64.8	n/a	1.0	n/a
Florida	61.3	45	50.5	42	2.0	10
Georgia	60.9	46	46.7	48	3.0	1
Hawaii	57.8	49	51.2	39	1.5	37
Idaho	70.2	25	61.1	14	2.0	10
Illinois	69.2	26	54.7	26	1.0	40
Indiana	63.3	42	52.4	34	2.0	10
Iowa	76.8	7	63.6	9	2.0	10
Kansas	72.6	18	61.6	13	0.0	48
Kentucky	62.9	43	43.6	50	2.0	10
Louisiana	74.0	15	52.0	35	2.0	10
Maine	83.8	2	65.1	6	1.0	40
Maryland	68.9	27	58.0	22	3.0	1
Massachusetts	70.3	24	58.9	19	2.0	10
Michigan	75.4	10	59.9	17	2.0	10
Minnesota	83.3	3	66.0	5	2.5	6
Mississippi	76.6	9	54.4	27	0.0	48
Missouri	75.2	11	62.5	11	2.0	10
Montana	76.7	8	68.8	1	2.0	10
Nebraska	74.4	14	61.1	14	2.0	10
Nevada	57.1	50	50.4	43	2.0	10
New Hampshire	68.0	30	53.8	32	2.0	10
New Jersey	65.8	32	51.4	38	2.0	10
New Mexico	63.4	39	54.3	29	2.0	10
New York	60.9	46	51.8	37	2.5	6
North Carolina	66.1	31	48.0	45	3.0	1
North Dakota	92.4	1	65.1	7	2.0	10
Ohio	68.1	29	56.0	25	2.0	10
Oklahoma	72.1	20	57.5	24	2.0	10
Oregon	77.2	6	68.7	2	2.0	10
Pennsylvania	62.2	44	51.1	40	1.5	37
Rhode Island	68.6	28	58.6	20	2.0	10
South Carolina	64.4	36	51.9	36	2.0	10
South Dakota	79.3	5	67.4	3	1.0	40
Tennessee	64.0	37	47.2	47	0.5	46
Texas	63.4	39	47.9	46	2.0	10
Utah	70.7	23	59.2	18	2.0	10
Vermont	74.7	13	60.7	16	2.0	10
Virginia	63.4	39	53.4	33	3.0	1
Washington	70.8	21	58.1	21	1.5	37
West Virginia	63.6	38	45.5	49	2.5	6
Wisconsin	82.2	4	63.4	10	2.0	10
Wyoming	70.8	21	67.2	4	1.0	40
United States	66.5		53.7		2.0 (median)	

## Employment and Earnings Rankings

STATE	Composite Index		Median Annual Earnings for Full-Time, Full-Year Employed Women	
	SCORE	RANK	EARNINGS	RANK
Alabama	3.52	48	\$15,000	42
Alaska	4.63	2	24,000	2
Arizona	4.00	22	18,000	20
Arkansas	3.57	46	14,000	47
California	4.27	8	22,000	5
Colorado	4.28	6	19,000	14
Connecticut	4.35	5	23,000	3
Delaware	4.13	15	19,600	12
District of Columbia	5.12	1	24,500	1
Florida	3.84	32	17,062	27
Georgia	4.04	18	18,000	20
Hawaii	4.18	12	19,000	14
Idaho	3.73	40	15,000	42
Illinois	4.01	21	19,842	9
Indiana	3.57	46	16,500	32
Iowa	3.79	36	16,000	34
Kansas	3.93	25	16,640	30
Kentucky	3.50	49	15,087	41
Louisiana	3.58	45	15,000	42
Maine	3.88	27	16,536	31
Maryland	4.53	3	22,000	5
Massachusetts	4.45	4	22,000	5
Michigan	3.88	27	19,500	13
Minnesota	4.14	14	19,000	14
Mississippi	3.44	50	14,000	47
Missouri	3.86	30	17,000	28
Montana	3.66	43	14,000	47
Nebraska	3.81	35	15,000	42
Nevada	3.97	23	18,531	19
New Hampshire	4.22	11	19,800	10
New Jersey	4.26	9	22,700	4
New Mexico	3.88	27	15,900	37
New York	4.25	10	22,000	5
North Carolina	3.82	33	16,000	34
North Dakota	3.86	30	14,000	47
Ohio	3.82	33	18,000	20
Oklahoma	3.76	38	16,000	34
Oregon	4.12	17	18,000	20
Pennsylvania	3.79	36	18,000	20
Rhode Island	4.04	18	18,833	18
South Carolina	3.70	41	15,500	39
South Dakota	3.74	39	13,429	51
Tennessee	3.67	42	15,739	38
Texas	4.04	18	18,000	20
Utah	3.97	23	16,500	32
Vermont	4.28	6	18,000	20
Virginia	4.18	12	19,000	14
Washington	4.13	15	19,680	11
West Virginia	3.34	51	14,738	46
Wisconsin	3.92	26	16,981	29
Wyoming	3.62	44	15,200	40
United States			18,778	

## Employment and Earnings Rankings

STATE	Earnings Ratio Between Full-Time, Full-Year Employed Women and Men		Percent of Women in the Labor Force		Percent of Employed Women, Managerial or Professional Occupations	
	PERCENT	RANK	PERCENT	RANK	PERCENT	RANK
Alabama	61.2	46	54.8	46	25.7	39
Alaska	75.0	3	67.5	2	31.7	9
Arizona	69.7	17	57.4	38	30.1	17
Arkansas	70.0	15	57.3	40	23.7	48
California	73.3	6	56.9	41	30.3	16
Colorado	70.4	14	65.7	5	32.2	4
Connecticut	67.6	24	61.5	23	31.3	12
Delaware	67.6	24	63.4	15	29.4	19
District of Columbia	87.5	1	60.9	24	43.0	1
Florida	69.6	18	55.4	42	28.0	28
Georgia	72.0	8	60.1	29	29.0	20
Hawaii	76.0	2	62.8	18	28.3	25
Idaho	65.2	40	63.3	16	25.8	38
Illinois	66.1	35	59.7	32	28.0	28
Indiana	61.1	47	62.5	19	21.2	51
Iowa	66.7	30	65.6	8	24.3	45
Kansas	66.6	32	63.8	14	28.3	25
Kentucky	62.9	44	55.3	43	24.2	47
Louisiana	60.0	49	53.3	49	28.7	23
Maine	68.9	21	58.6	36	28.5	24
Maryland	71.0	12	64.2	12	35.4	2
Massachusetts	70.8	13	60.7	25	34.9	3
Michigan	61.8	45	58.7	35	26.9	34
Minnesota	67.9	23	69.8	1	27.4	31
Mississippi	63.6	41	55.2	45	23.6	49
Missouri	67.5	26	60.6	26	27.0	33
Montana	63.6	41	61.8	22	26.7	35
Nebraska	68.2	22	66.9	4	25.2	43
Nevada	71.3	11	62.4	20	25.3	42
New Hampshire	66.3	34	65.7	5	31.1	13
New Jersey	65.7	37	57.4	38	31.9	6
New Mexico	67.3	28	55.3	43	31.8	7
New York	73.3	6	53.2	50	31.8	7
North Carolina	71.7	10	60.4	27	25.6	40
North Dakota	70.0	15	65.6	8	28.1	27
Ohio	63.6	41	57.6	37	27.5	30
Oklahoma	66.7	30	54.7	47	28.8	21
Oregon	69.2	19	62.2	21	31.5	10
Pennsylvania	65.5	38	54.6	48	27.2	32
Rhode Island	67.3	28	59.3	33	29.9	18
South Carolina	67.4	27	59.1	34	25.5	41
South Dakota	74.6	5	65.7	5	23.5	50
Tennessee	66.1	35	60.2	28	24.3	45
Texas	72.0	8	60.1	29	28.8	21
Utah	61.1	47	65.5	10	31.1	13
Vermont	75.0	3	65.3	11	32.1	5
Virginia	69.1	20	63.0	17	31.1	13
Washington	66.5	33	59.9	31	31.3	11
West Virginia	58.9	51	46.6	51	25.9	37
Wisconsin	65.3	39	67.3	3	26.2	36
Wyoming	59.7	50	64.1	13	24.5	44
United States	68.5		58.8		28.7	



## Economic Autonomy Rankings

STATE	Composite Index		Percent of Women with Four or More Years of College		Percent of Women without Health Insurance	
	SCORE	RANK	PERCENT	RANK	PERCENT	RANK
Alabama	3.58	46	13.5	45	16.8	39
Alaska	4.23	10	22.2	7	17.9	42
Arizona	4.03	23	17.2	25	16.3	37
Arkansas	3.47	50	11.9	50	18.5	43
California	4.17	14	20.1	13	16.3	37
Colorado	4.49	3	23.5	4	10.6	18
Connecticut	4.49	3	23.8	3	6.8	1
Delaware	4.15	16	18.7	16	13.2	28
District of Columbia	4.85	1	30.6	1	18.9	45
Florida	3.83	37	15.1	36	20.0	47
Georgia	3.89	32	16.8	27	16.2	36
Hawaii	4.42	7	20.9	11	7.8	3
Idaho	3.77	40	14.6	41	17.8	41
Illinois	4.11	18	18.4	17	10.5	16
Indiana	3.82	38	13.4	46	11.0	20
Iowa	3.93	31	15.0	38	8.4	6
Kansas	4.11	18	18.4	17	10.8	19
Kentucky	3.58	46	12.2	49	11.2	21
Louisiana	3.58	46	14.5	42	20.6	49
Maine	3.96	26	17.2	25	11.4	22
Maryland	4.50	2	23.1	6	10.0	14
Massachusetts	4.44	6	24.1	2	9.7	12
Michigan	3.94	28	15.1	36	9.3	10
Minnesota	4.17	14	19.2	15	10.1	15
Mississippi	3.45	51	13.3	47	18.7	44
Missouri	3.86	33	15.2	35	13.0	27
Montana	3.94	28	18.0	20	15.5	35
Nebraska	4.05	21	16.7	28	9.1	9
Nevada	3.77	40	12.8	48	20.1	48
New Hampshire	4.23	10	21.1	9	12.0	24
New Jersey	4.22	12	21.0	10	11.5	23
New Mexico	3.95	27	17.8	22	21.7	51
New York	4.19	13	20.7	12	12.9	26
North Carolina	3.84	36	15.7	32	13.6	30
North Dakota	3.94	28	16.7	28	7.6	2
Ohio	3.86	33	14.4	43	9.7	12
Oklahoma	3.72	43	15.0	38	19.9	46
Oregon	4.12	17	18.1	19	13.5	29
Pennsylvania	3.86	33	15.3	34	8.9	8
Rhode Island	4.04	22	18.0	20	8.2	5
South Carolina	3.72	43	14.7	40	17.0	40
South Dakota	3.77	40	15.5	33	14.8	33
Tennessee	3.67	45	14.0	44	14.0	32
Texas	3.82	38	17.4	24	21.5	50
Utah	4.08	20	17.5	23	10.5	16
Vermont	4.46	5	23.2	5	8.0	4
Virginia	4.25	9	21.3	8	15.3	34
Washington	4.27	8	19.7	14	9.6	11
West Virginia	3.49	49	10.9	51	13.8	31
Wisconsin	3.97	25	16.0	31	8.4	6
Wyoming	3.99	24	16.1	30	12.7	25
United States	4.00		17.6		13.8	

## Economic Autonomy Rankings

STATE	Percent of Women in Poverty		Percent of Businesses that are Women-Owned	
	PERCENT	RANK	PERCENT	RANK
Alabama	19.4	46	31.5	47
Alaska	8.5	5	32.9	35
Arizona	14.6	36	37.6	3
Arkansas	19.8	49	31.6	45
California	11.6	17	35.5	12
Colorado	11.9	20	37.6	3
Connecticut	7.0	1	33.6	28
Delaware	9.6	8	35.3	14
District of Columbia	16.5	41	41.3	1
Florida	12.7	28	35.2	16
Georgia	15.1	37	33.6	28
Hawaii	8.2	4	37.6	3
Idaho	13.6	32	33.8	25
Illinois	11.8	19	34.5	21
Indiana	11.5	16	34.4	22
Iowa	12.2	23	34.3	23
Kansas	12.1	22	34.7	19
Kentucky	19.0	45	31.4	48
Louisiana	23.6	50	32.5	37
Maine	12.3	24	32.2	40
Maryland	8.8	6	37.1	6
Massachusetts	9.3	7	33.3	31
Michigan	13.3	31	35.2	16
Minnesota	11.0	13	34.6	20
Mississippi	25.2	51	30.2	51
Missouri	13.8	33	33.8	25
Montana	16.8	42	33.2	32
Nebraska	11.9	20	35.1	18
Nevada	10.7	9	36.9	7
New Hampshire	7.4	2	32.2	40
New Jersey	7.8	3	31.9	42
New Mexico	19.7	48	37.8	2
New York	12.8	30	34.1	24
North Carolina	14.1	34	32.4	38
North Dakota	14.3	35	31.7	44
Ohio	12.6	27	33.7	27
Oklahoma	17.1	43	33.6	28
Oregon	12.7	28	36.8	8
Pennsylvania	11.7	18	31.2	49
Rhode Island	10.9	11	31.6	45
South Carolina	16.4	39	32.8	36
South Dakota	16.2	38	31.9	42
Tennessee	16.4	39	31.1	50
Texas	17.4	44	33.0	34
Utah	12.3	24	35.3	14
Vermont	10.9	11	35.7	11
Virginia	11.2	15	35.4	13
Washington	11.0	13	36.5	9
West Virginia	19.6	47	32.3	39
Wisconsin	10.7	9	33.1	33
Wyoming	12.4	26	35.9	10
United States	13.2		34.1	

## Reproductive Rights Rankings

### Composite Index

STATE	SCORE	RANK	Notification	Waiting Period
Alabama	0.84	39	0	1
Alaska	2.61	16	0	1
Arizona	1.27	32	0	1
Arkansas	0.79	42	0	1
California	3.00	13	0	1
Colorado	1.32	29	0	1
Connecticut	3.63	9	1	1
Delaware	1.17	33	0	0*
District of Columbia	3.92	4	1	1
Florida	1.31	31	1	1
Georgia	1.39	26	0	1
Hawaii	5.25	1	1	1
Idaho	1.36	28	0	0*
Illinois	2.09	19	0	1
Indiana	0.85	38	0	0*
Iowa	2.54	18	1	1
Kansas	0.81	41	0	0
Kentucky	0.77	43	0	0*
Louisiana	1.83	21	0	1
Maine	2.58	17	1	1
Maryland	4.08	3	0	1
Massachusetts	2.94	15	0	0*
Michigan	0.72	45	0	0*
Minnesota	3.30	11	0	1
Mississippi	0.30	49	0	0
Missouri	1.37	27	0	1
Montana	0.88	36	0	1
Nebraska	0.03	51	0	0
Nevada	0.93	35	0	1
New Hampshire	3.00	13	1	1
New Jersey	3.84	5	1	1
New Mexico	3.68	8	0	1
New York	4.68	2	1	1
North Carolina	3.17	12	1	1
North Dakota	0.27	50	0	0
Ohio	0.60	46	0	0
Oklahoma	1.80	22	1	1
Oregon	3.83	6	1	1
Pennsylvania	1.80	22	0	0
Rhode Island	1.15	34	0	1
South Carolina	1.47	25	0	1
South Dakota	0.77	43	0	0*
Tennessee	0.36	47	0	0*
Texas	1.32	29	1	1
Utah	0.32	48	0	0
Vermont	3.82	7	1	1
Virginia	2.00	20	1	1
Washington	3.36	10	1	1
West Virginia	1.79	24	0	1
Wisconsin	0.82	40	0	1
Wyoming	0.88	36	0	1

\* Indicates the legislation is not enforced but remains part of the statutory code.

## Reproductive Rights Rankings

STATE	Public Funding	Providers	Maternity Stay	Pro-Choice Gov't.	Infertility	Adoption
Alabama	0	0.09	0	0	0	0.5
Alaska	1	0.28	0.5	0.33	0	0.5
Arizona	0	0.27	0.5	0	0	0.5
Arkansas	0	0.04	0	0	0	0.5
California	1	0.67	0.5	0.33	0	0.5
Colorado	0	0.24	0	0.33	0	0.5
Connecticut	1	0.88	1	0	0	0.5
Delaware	0	0.67	0.5	0	0	0.5
District of Columbia	1	1.00	0	0.67	0	0.5
Florida	0	0.31	0	0	0	0
Georgia	0	0.14	1	0	0	0.5
Hawaii	1	1.00	0	1.00	1	0.5
Idaho	1	0.11	0	0	0	0.5
Illinois	1	0.09	0.5	0	0	0.5
Indiana	0	0.10	1	0	0	0.5
Iowa	0	0.04	0.5	0	1	0.5
Kansas	0	0.06	1	0	0	0.5
Kentucky	0	0.02	1	0	0	0.5
Louisiana	0	0.08	0	0	1	0.5
Maine	0	0.50	1	0.33	0	0.5
Maryland	1	0.50	1	0.33	1	0.5
Massachusetts	1	0.86	1	0.33	0	0.5
Michigan	0	0.22	0.5	0	0	0.5
Minnesota	1	0.05	1	0	1	0.5
Mississippi	0	0.05	0	0	0	0.5
Missouri	0	0.04	0.5	0.33	0	0.5
Montana	0	0.13	0	0	0	0.5
Nebraska	0	0.03	0	0	0	0
Nevada	0	0.18	0	0	0	0.5
New Hampshire	0	0.50	1	0	1	0
New Jersey	1	0.76	1	0.33	0	0.5
New Mexico	1	0.18	1	0	1	1
New York	1	0.60	1	0.33	1	0.5
North Carolina	1	0.34	1	0.33	0	0
North Dakota	0	0.02	0	0	0	0.5
Ohio	0	0.10	0.5	0	0	0.5
Oklahoma	0	0.05	1	0	0	0.5
Oregon	1	0.25	0	0.33	1	0.5
Pennsylvania	0	0.30	0.5	0	1	0.5
Rhode Island	0	0.40	0	0	0	0.5
South Carolina	0	0.22	1	0	0	0.5
South Dakota	0	0.02	1	0	0	0.5
Tennessee	0	0.11	0	0	0	0.5
Texas	0	0.07	0	0	0	0.5
Utah	0	0.07	0	0	0	0.5
Vermont	1	0.57	0	1.00	0	0.5
Virginia	0	0.25	1	0	0	0.5
Washington	1	0.28	1	0.33	0	0.5
West Virginia	1	0.04	0	0	0	0.5
Wisconsin	0	0.07	0	0	0	0.5
Wyoming	0	0.13	0	0	0	0.5

# Appendix IV: California and National Resources

## California Resources

Black American Political Association of California  
1008 Second Street, 2nd Floor  
Sacramento, CA 95814  
Tel (916) 498-1898

Black Women's Forum  
3870 Crenshaw Boulevard, Suite 210  
Los Angeles, CA 90008  
Tel (213) 292-3009

California American Association of University Women  
909 12th Street, Suite 114  
Sacramento, CA 95814  
Tel (916) 448-7795  
Fax (916) 448-1729

California Budget Project  
921 11th Street, Suite 701  
Sacramento, CA 95814  
Tel (916) 444-0500  
Fax (916) 444-0172

California Coalition for Reproductive Rights  
926 J Street, Suite 523  
Sacramento, CA 95814  
Tel (916) 442-3414  
Fax (916) 442-6942

California Commission on the Status of Women  
1303 J Street, Suite 400  
Sacramento, CA 95814  
Tel (916) 445-3173  
Fax (916) 322-9466

California Council to Promote Business Ownership  
by Women  
13820 Slover Avenue, Unit D  
Fontana, CA 92335  
Tel (909) 355-1762  
Fax (909) 355-2091

California Elected Women's Association for Education  
and Research  
c/o California State University, Sacramento  
6000 J Street  
Sacramento, CA 95819-6100  
Tel (916) 278-3870  
Fax (916) 278-3872

California Federation of Business and Professional  
Women  
111 Bawden Avenue  
Grass Valley, CA 95945  
Tel (916) 273-0257

California National Organization for Women  
926 J Street, Suite 523  
Sacramento, CA 95814  
Tel (916) 442-3414

California Women's Law Center  
6024 Wilshire Boulevard  
Los Angeles, CA 90036  
Tel (213) 935-4101  
Fax (213) 935-0497

Center for the Pacific Asian Family  
543 North Fairfax, Room 108  
Los Angeles, CA 90036  
Tel (213) 653-4045  
Fax (213) 653-7913

Center for the Study of Women  
405 Hilgard Ave.  
288 Kinsely Hall  
Los Angeles, CA 90095  
Tel (310) 825-0590  
Fax (310) 206-7700

Equal Rights Advocates  
1663 Mission Street, Suite 550  
San Francisco, CA 94103  
Tel (415) 621-0672  
Fax (415) 621-6744

Hadassah Sacramento  
5658 Laguna Quail Way  
Elk Grove, CA 95758  
Tel (916) 684-4730

Labor Project for Working Families  
IIR, 2521 Channing Way  
Berkeley, CA 94720  
Tel (510) 643-6814  
Fax (510) 642-6432



Leadership Education for Asian Pacifics  
327 East Second Street, Suite 226  
Los Angeles, CA 90012-4210

League of Women Voters of California  
926 J Street, Suite 1000  
Sacramento, CA 95814  
Tel (916) 442-9210

Mexican American Legal Defense Fund (MALDF)  
634 S. Spring Street, 11th Floor  
Los Angeles, CA 90014  
Tel (213) 629-2515  
Fax (213) 629-8016

National Association of University Women, California  
1205 West 80th Street  
Los Angeles, CA 90044  
Tel (213) 753-7572

National Council of Jewish Women  
939 Vanderbilt Way  
Sacramento, CA 95825  
Tel (916) 444-2526

Older Women's League, California  
926 J Street, Suite 1117  
Sacramento, CA 95814  
Tel (916) 444-2526  
Fax (916) 441-1881

Office of Women's Health  
California Department of Health Services  
714 P Street, Room 792  
Sacramento, CA 95814  
Tel (916) 653-3330  
Fax (916) 653-3535

Office of Women's Health - Region IX  
California Department of Health Services  
50 United Nations Plaza, Room 327  
San Francisco, CA 94103  
Tel (415) 437-8119  
Fax (415) 437-8004

Planned Parenthood Affiliates of California  
555 Capitol Mall, Suite 510  
Sacramento, CA 95814-4502  
Tel (916) 446-5247  
Fax (916) 446-0632

Public Interest Center on Long Term Care  
1507 21st Street, Suite 109  
Sacramento, CA 95814  
Tel (916) 446-5085  
Fax (916) 446-5091

Women's Bureau, Regional Office  
(Region IX), U.S. Department of Labor  
71 Stevenson Street, Suite 927  
San Francisco, CA 94105  
Tel (415) 975-4750  
Fax (415) 975-4753

Women's Credit and Finance Project  
P.O. Box 3725  
Santa Monica, CA 90403  
Tel (310) 315-2880  
Fax (310) 315-5422

Women's Economic Agenda Project  
449 15th Street  
Oakland, CA 94612  
Tel (510) 451-7379  
Fax (510) 451-7863

Women's Health Collaborative  
2168 Shattock Avenue, Suite 300  
Berkeley, CA 94704-1307  
Tel (510) 841-7551  
Fax (510) 649-7894

## **National Resources**

AFL-CIO, Department of Working Women  
815 16th Street, NW  
Washington, DC 20006  
Tel (202) 637-5000  
Fax (202) 637-5058

Alan Guttmacher Institute  
1120 Connecticut Avenue, Suite 460  
Washington, DC 20036  
Tel (202) 296-4012  
Fax (202) 223-5756

American Association of Retired Persons  
601 E Street, NW  
Washington, DC 20049  
Tel (202) 434-2277  
Fax (202) 434-6477  
<http://www.aarp.org>

American Association of University Women  
1111 16th Street, NW  
Washington, DC 20036  
Tel (202) 785-7700  
Fax (202) 872-1425

American Medical Women's Association  
801 North Fairfax Street, #400  
Alexandria, VA 22314  
Tel (703) 838-0500  
Fax (703) 549-3864

American Nurses Association  
600 Maryland Avenue, SW, Suite 100W  
Washington, DC 20024  
Tel (202) 651-7000  
Fax (202) 651-7001

American Women's Economic Development  
Corporation  
71 Vanderbilt Avenue, Suite 320  
New York, NY 10169  
Tel (212) 692-9100  
Fax (212) 692-2718

The Annie E. Casey Foundation  
701 St. Paul Street  
Baltimore, MD 21202  
Tel (410) 547-6600  
Fax (410) 223-2927

Asian Women in Business/Asian American  
Professional Women  
One West 34th Street, Suite 1201  
New York, NY 10001  
Tel (212) 868-1368  
Fax (212) 868-1373

Association of Black Women Entrepreneurs, Inc.  
1301 N. Kenter Avenue  
Los Angeles, CA 90049  
Tel/Fax (310) 472-4927

Business and Professional Women/USA  
2012 Massachusetts Avenue, NW  
Washington, DC 20036  
Tel (202) 293-1100  
Fax (202) 861-0298

Black Women United for Action  
6551 Loisdale Court, Suite 318  
Springfield, VA 22150  
Tel (703) 922-5757  
Fax (703) 971-5892

Catalyst  
250 Park Avenue South  
New York, NY 10003-1459  
Tel (212) 777-8900

Center for the Advancement of Public Policy,  
Washington Feminist Faxnet  
1735 S Street, NW  
Washington, DC 20009  
Tel (202) 797-0606  
Fax (202) 265-6245

Center for the American Woman and Politics  
Eagleton Institute of Politics, Rutgers University  
90 Clifton Avenue  
New Brunswick, NJ 08901  
Tel (908) 828-2210  
Fax (908) 932-6778

Centers for Disease Control and Prevention  
6525 Bellcrest Road, Room 1064  
Hyattsville, MD 20782  
Tel (301) 436-8500  
<http://www.cdc.gov/nchswww/nchshome.htm>

Center for Law and Social Policy  
1616 P Street, NW, Suite 150  
Washington, DC 20036  
Tel (202) 328-5140  
Fax (202) 328-5195  
<http://epn.org.clasp.html>

Center for Policy Alternatives  
1875 Connecticut Avenue, NW, Suite 710  
Washington, DC 20009  
Tel (202) 387-6030  
Fax (202) 986-2539  
<http://www.cfpa.org/pub/cfpa/homepage.html>

Center for Reproductive Law and Policy  
120 Wall Street  
New York, NY 10005  
Tel (212) 514-5534  
Fax (212) 514-5538

Center for Research on Women  
University of Memphis  
Clement Hall, Room 339  
Memphis, TN 38152  
Tel (901) 678-2770  
Fax (901) 678-3652

Center for Women's Policy Studies  
2001 P Street, NW, Suite 400  
Washington, DC 20036  
Tel (202) 872-1170  
Fax (202) 296-8962

Center on Budget and Policy Priorities  
820 First Street, NE, Suite 510  
Washington, DC 20002  
Tel (202) 408-1080  
Fax (202) 408-1056  
<http://www.cbpp.org>

Child Care Action Campaign  
330 Seventh Avenue, 17th Floor  
New York, NY 10001  
Tel (212) 239-0138  
Fax (212) 268-6515

Children's Defense Fund  
25 E Street, NW  
Washington, DC 20001  
Tel (202) 628-8787 or (800) CDF-1200  
Fax (202) 662-3540

Church Women United  
475 Riverside Drive, Suite 812  
New York, NY 10115  
Tel (212) 870-2347  
Fax (212) 870-2338

Coalition of Labor Union Women  
1126 16th Street, NW  
Washington, DC 20036  
Tel (202) 296-1200  
Fax (202) 785-4563

Coalition on Human Needs  
1000 Wisconsin Avenue, NW  
Washington, DC 20007  
Tel (202) 342-0726  
Fax (202) 342-1132

Council of Presidents of National Women's  
Organizations  
c/o National Committee on Pay Equity  
1126 16th Street, NW, Suite 411  
Washington, DC 20036  
Tel (202) 331-7343  
Fax (202) 331-7406

Economic Policy Institute  
1660 L Street, NW, Suite 1200  
Washington, DC 20036  
Tel (202) 775-8810  
Fax (202) 775-0819  
<http://epinet.org>

Equal Rights Advocates  
1663 Mission Street, Suite 550  
San Francisco, CA 94103  
Tel (415) 621-0672  
Fax (415) 621-6744

Family Violence Prevention Fund  
383 Rhode Island Street, Suite 304  
San Francisco, CA 94103-5133  
Tel (415) 252-8900  
Fax (415) 252-8991

The Feminist Majority Foundation  
1600 Wilson Boulevard, Suite 801  
Arlington, VA 22209  
Tel (703) 522-2214  
Fax (703) 522-2219

General Federation of Women's Clubs  
1734 N Street, NW  
Washington, DC 20036-2990  
Tel (202) 347-3168  
Fax (202) 835-0246

Hadassah  
50 West 58th Street  
New York, NY 10019  
Tel (212) 303-8136  
Fax (212) 303-4525

Hispanic Women's Council  
3509 West Beverly Boulevard  
Montebello, CA 90640  
Tel (213) 725-1657  
Fax (213) 725-0939

HumanSERVE  
Campaign for Universal Voter Registration  
622 West 113th Street, Suite 410  
New York, NY 10025  
Tel (212) 854-4053  
Fax (212) 854-8727

Institute for Women's Policy Research  
1400 20th Street, NW, Suite 104  
Washington, DC 20036  
Tel (202) 785-5100  
Fax (202) 833-4362  
<http://www.iwpr.org>

Jacobs Institute of Women's Health  
409 12th Street, SW  
Washington, DC 20024-2188  
Tel (202)863-4990  
Fax (202)554-0453

Joint Center for Political and Economic Studies  
1090 Vermont Ave., NW, Suite 1100  
Washington, DC 20005-4961  
Tel (202) 789-3500  
Fax (202) 789-6390

League of Women Voters  
1730 M Street, NW  
Washington, DC 20036  
Tel (202) 429-1965  
Fax (202) 429-0854

MANA - A National Latina Organization  
1725 K Street, NW, Suite 501  
Washington, DC 20006  
Tel (202) 833-0060  
Fax (202) 496-0588

Ms. Foundation for Women  
120 Wall Street, 33rd Floor  
New York, NY 10005  
Tel (212) 742-2300  
Fax (212) 742-1653

National Abortion and Reproductive Rights Action  
League  
1156 15th Street, NW  
Washington, DC 20005  
Tel (202) 973-3000  
Fax (202) 973-3097

National Association for Female Executives  
30 Irving Place, 5th Floor  
New York, NY 10003  
Tel (212) 477-2200  
Fax (212) 477-8215

National Association of Women Business Owners  
1100 Wayne Avenue, Suite 830  
Silver Spring, MD 20910  
Tel (301) 608-2590  
Fax (301) 608-2596

National Association of Black Women Entrepreneurs  
P.O. Box 1375  
Detroit, MI 48231  
Tel (810) 356-3680  
Fax (810) 552-6492

National Association of Commissions for Women  
1828 L Street, NW, Suite 250  
Washington, DC 20036  
Tel (202) 628-5030 or (800) 338-9267  
Fax (202) 628-0645

National Association of Negro Business and  
Professional Women's Clubs, Inc.  
1806 New Hampshire Ave., NW  
Washington, DC 20036  
Tel (202) 483-4206  
Fax (202) 462-7253

National Center for American Indian Enterprise  
Development  
953 East Juanita Avenue  
Mesa, AZ 85204  
Tel (602) 545-1298  
Fax (602) 545-4208

National Center for the Early Childhood Workforce  
733 15th Street, NW, Suite 1037  
Washington, DC 20005-2112  
Tel (202) 737-7700 or (800) U-R-WORTHY  
Fax (202) 737-0370

National Committee on Pay Equity  
1126 16th Street, NW, Suite 411  
Washington, DC 20036  
Tel (202) 331-7343  
Fax (202) 331-7406

National Conference of Puerto Rican Women  
5 Thomas Circle, NW  
Washington, DC 20005  
Tel (202) 387-4716

National Council for Research on Women  
530 Broadway, 10th Floor  
New York, NY 10012  
Tel (212) 274-0730  
Fax (212) 274-0821

National Council of Negro Women  
1001 G Street, NW, Suite 800  
Washington, DC 20001  
Tel (202) 628-0015  
Fax (202) 628-0233

National Education Association  
1201 16th Street, NW  
Washington, DC 20026  
Tel (202) 822-7199

National Employment Law Project, Inc.  
36 West 44th Street, Suite 1415  
New York, NY 10036  
Tel (212) 764- 2204  
Fax (212) 764-1966

National Foundation of Women Business Owners  
1100 Wayne Avenue, Suite 830  
Silver Spring, MD 20910  
Tel (301) 495-4975  
Fax (301) 495-4979

National Organization for Women  
1000 16th Street, NW, Suite 700  
Washington, DC 20036  
Tel (202) 331-0066  
Fax (202) 785-8576  
<http://www.now.org>

NOW-Legal Defense and Education Fund  
99 Hudson Street, Suite 1201  
New York, NY 10013  
Tel (212) 925-6635  
Fax (212) 226-1066

National Political Congress of Black Women  
600 New Hampshire Avenue, NW, Suite 1125  
Washington, DC 20037  
Tel (202) 338-0800  
Fax (202) 625-0499

National Resource Center on Domestic Violence  
6400 Flank Drive  
Harrisburg, PA 17112-2778  
Tel (800) 932-4632

National Women's Business Council  
409 Third Street, SW, Suite 5850  
Washington, DC 20024  
Tel (202) 205-3650  
Fax (202) 205-6825

National Women's Health Network  
514 10th Street, NW, Suite 400  
Washington, DC 20004  
Tel (202) 347-1140  
Fax (202) 347-1168

National Women's Law Center  
11 Dupont Circle, NW, Suite 800  
Washington, DC 20036  
Tel (202) 588-5180  
Fax (202) 588-5185

National Women's Political Caucus  
1211 Connecticut Avenue, NW, Suite 425  
Washington, DC 20036  
Tel (202) 785-1100  
Fax (202) 785-3605  
<http://www.feminists.com/nwpc.htm>

National Women's Studies Association  
7100 Baltimore Avenue, Suite 301  
College Park, MD 20740  
Tel (301) 403-0525  
Fax (301) 403-4137

9to5, National Association of Working Women  
238 West Wisconsin Avenue, Suite 700  
Milwaukee, WI 53203-2308  
Tel (414) 274-0925  
Fax (414) 272-2870

Older Women's League  
666 11th Street, NW, Suite 700  
Washington, DC 20001  
Tel (202) 783-6686  
Fax (202) 638-2356

Pension Rights Center  
918 16th Street, NW, Suite 704  
Washington, DC 20006  
Tel (202) 296-3776  
Fax (202) 833-2472

Planned Parenthood Federation of America  
810 Seventh Avenue  
New York, NY 10019  
Tel (212) 541-7800  
Fax (212) 247-6453

Population Reference Bureau, Inc.  
1875 Connecticut Avenue, NW, Suite 520  
Washington, DC 20009-5728  
Tel (202) 483-1100  
Fax (202) 483-3937  
<http://www.prb.org/prb/>

The Urban Institute  
2100 M Street, NW  
Washington, DC 20037  
Tel (202) 833-7200  
Fax (202) 659-8985  
<http://www.urban.org>



UN Secretariat of the Fourth World Conference on  
Women, Division for the Advancement of Women  
Two United Nations Plaza  
New York, NY 10017  
Tel (212) 963-8385  
Fax (212) 963-3463

U.S. Department of Commerce, Bureau of the  
Census  
Population Division  
Washington, DC 20233  
Tel (301) 457-2422  
Fax (301) 457-2643  
<http://www.census.gov>

U.S. Department of Education  
600 Independence Avenue, SW  
Washington, DC 20202  
Tel (202) 401-1576  
Fax (202) 401-0596  
<http://www.ed.gov>

U.S. Department of Health and Human Services  
200 Independence Avenue, SW  
Washington, DC 20201  
Tel (202) 690-7000  
<http://www.os.dhhs.gov>

U.S. Department of Labor, Bureau of Labor Statistics  
Washington, DC 20212  
Tel (202) 606-6392 for State Labor Force Data  
<http://stats.bls.gov>

Victims Services, Inc.  
2 Lafayette Street  
New York, NY 10017  
Tel (212) 577-7700  
Fax (212) 385-0331

The White House Office for Women's Initiatives and  
Outreach  
Executive Office of the President  
708 Jackson Place  
Washington, DC 20500  
Tel (202) 456-7300  
Fax (202) 456-7311

Wider Opportunities for Women/National Commission  
on Working Women  
815 15th Street, NW, Suite 916  
Washington, DC 20005  
Tel (202) 638-3143  
Fax (202) 638-4885

Women Employed  
22 West Monroe, Suite 1400  
Chicago, IL 60603  
Tel (312) 782-3902  
Fax (312) 782-5249

Women Work!  
1625 K Street, NW, Suite 300  
Washington, DC 20006  
Tel (202) 467-6346  
Fax (202) 467-5366

Women's Bureau  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, DC 20210  
Tel (800) 827-5335  
Fax (202) 219-5529  
<http://www.dol.gov/dol/wb/welcome.html>

Women's Environmental and Development  
Organization  
845 Third Avenue, 15th Floor  
New York, NY 10022  
Tel (212) 759-7982  
Fax (212) 759-8647

Women's Legal Defense Fund  
1875 Connecticut Avenue, NW, Suite 710  
Washington, DC 20009  
Tel (202) 986-2600  
Fax (202) 986-2539

Women's Research and Education Institute  
1750 New York Avenue, NW, Suite 350  
Washington, DC 20006  
Tel (202) 628-0444  
Fax (202) 628-0458

Young Women's Christian Association of the U.S.A.  
726 Broadway  
New York, NY 10003  
Tel (212) 614-2700  
Fax (212) 979-6829

Young Women's Project  
923 F Street, NW, 3rd Floor  
Washington, DC 20004  
Tel (202) 393-0461  
Fax (202) 393-0065

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