

The Status of Women in Illinois

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INSTITUTE FOR WOMEN'S POLICY RESEARCH



About this Report

The Status of Women in Illinois 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 Illinois as well as in several other states. 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 Illinois assisted in locating data and reviewing this report, and two organizations have 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 Illinois partners hope the people of Illinois will find this information useful.

About the Institute for Women's Policy Research

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

In producing these reports, the Institute for Women's Policy Research called upon many individuals and organizations in the states. Hedy Ratner, Director of the Women's Business Development Center, served as Chair of Illinois' Advisory Committee. This position involved coordinating the various individuals on the Committee, who represented organizations from all over the state. These individuals provided suggestions for ensuring that the data contained in the report would be usable, and they helped to disseminate the report across the state. Each report also benefitted from a National Advisory Committee.

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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.

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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 Illinois* to inform Illinois residents about the progress of Illinois'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 vari-

ables 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. This report is intended to serve as a useful reference to guide policy decisions affecting the lives of women in Illinois. □

Overview of the Status of Women in Illinois

Women in Illinois enjoy relatively high status when compared with women in the East North Central region but fall closer to the middle when compared with the other 49 states, the District of Columbia, and the United States as a whole. As Chart I (“How Illinois 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, Illinois ranks in the middle third. Its best ranks are in the areas of reproductive rights and economic autonomy, on which it ranks 19th and 18th in the nation. Illinois is part of the East North Central region (consisting of Indiana, Michigan, Ohio, and Wisconsin in addition to Illinois), a region in which women generally are not faring as well as women in the rest of the nation. Indeed, the other states in the East North Central region fall into the middle to bottom third of the nation on all of the composite indicators. On nearly all of these indicators, however, Illinois ranks first. Although Illinois does well within its region, it still has room for improving 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 Illinois 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, women in Illinois have many of the rights that have been identified as important for women’s well-being.

Chart I. How Illinois Ranks on Key Indicators

	National Rank*	Regional Rank*
COMPOSITE POLITICAL PARTICIPATION INDEX	21	2
Women's Voter Registration, 1992-1994	26	3
Women's Voter Turnout, 1992-1994	26	4
Women in Elected Office Composite, 1996	12	1
Women's Institutional Resources, 1996	40	5
COMPOSITE EMPLOYMENT AND EARNINGS INDEX	21	1
Women's Median Annual Earnings, 1990	9	1
Ratio of Women's to Men's Earnings, 1990	35	1
Women's Labor Force Participation, 1994	32	3
Women in Managerial and Professional Occupations, 1994	28	1
COMPOSITE ECONOMIC AUTONOMY INDEX	18	1
Percent with Health Insurance Among Nonelderly Women, 1991-1992	16	4
Educational Attainment: Percent of Women with Four or More Years of College, 1990	17	1
Women's Business Ownership, 1992	21	2
Percent of Women Above the Poverty Level, 1990	19	3
COMPOSITE REPRODUCTIVE RIGHTS INDEX	19	1

* 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 East North Central region (Illinois, Indiana, Michigan, Ohio, and Wisconsin).

Calculated by the Institute for Women's Policy Research.

Chart II. Women's Rights Checklist

	Yes	No	Other
REPRODUCTIVE RIGHTS			
Does Illinois allow access to abortion services without mandatory parental consent laws?		✓	
Does Illinois allow access to abortion services without a waiting period?	✓		
Does Illinois provide public funding for abortions under any circumstances if a woman is eligible?	✓		
Does Illinois 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 Illinois have mandatory arrest laws?		✓	
CHILD SUPPORT			
Percent of child support cases with orders for collection in which child support has actually been collected.			33.4%
WELFARE (as of August 1996)†			
Child Exclusion/Family Caps: Does Illinois extend AFDC benefits to children who are born or conceived while the mother is on welfare?	✓		
Does Illinois allow AFDC recipients to retain more of their earnings?	✓		
Has Illinois raised its asset limits?	✓		
EMPLOYMENT/UNEMPLOYMENT BENEFITS			
Is Illinois minimum wage higher than or equal to that of the United States as of August 1996?††	✓		
Does Illinois have mandatory temporary disability insurance?		✓	
Does Illinois have inclusive criteria for unemployment insurance eligibility?	✓		
Has Illinois implemented adjustments to achieve pay equity in its civil service?	✓		
POLITICAL RESOURCES			
Does Illinois 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.

† 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.

†† As of October 1, 1996, the federal minimum hourly wage was increased to \$4.75. Illinois's minimum wage is linked to the federal minimum wage and will increase accordingly.

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 it 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 (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)
COMPOSITE POLITICAL PARTICIPATION INDEX	21	2
Women's Voter Registration (percent of women 18 and older who reported registering to vote in 1992 and 1994)^a	26	3
Women's Voter Turnout (percent of women 18 and older who reported voting in 1992 and 1994)^a	26	4
Women in Elected Office Composite Index (percent of state and national elected officeholders who are women, 1996)^{a,c}	12	1
Women's Resources (number of institutional resources for women in the state, 1996)^c	40	5

For methodology see Appendix I.

** The national rankings are of a possible 50 because the District of Columbia is not included in this ranking. The regional rankings refer to the states in the East North Central region (Illinois, Indiana, Michigan, Ohio, and Wisconsin).*

^a U.S. Bureau of the Census, 1993, 1996; ^b CAWP, 1996a, 1996b, 1996c, 1996d, and Council on State Governments, 1996; ^c compiled by IWPR, based 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 out 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).

Illinois reflects these national trends, with over 65 percent of women reporting that they were registered to vote in the November 1994 election, compared to 62 percent of men. Voter registration rates in Illinois for both men and women have generally been higher than voter registration rates for men and women nationally.

Voter registration for men and women in Illinois and in the United States fell between the 1992 November elections and the 1994 November elections, as voter interest usually declines in nonpresidential elections (see Table 1).

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 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 Illinois, 66 percent of all women voted in 1992, but only 43 percent voted in 1994 — Illinois ranked 26th among all states in terms of the combined women's voter turnout for 1992 and 1994 (see Chart III). In the 1994 election, voter turnout rates dropped for both sexes in Illinois and in the nation. In Illinois, women's voter turnout in 1994 was still higher than the rate for men, but lower than the national average for both men and women.

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

	Illinois		United States	
	Percent	Number	Percent	Number
1994 Voter Registration[†]				
Women	65.1	2,921,000	63.7	63,257,000
Men	61.7	2,514,000	61.2	55,737,000
1992 Voter Registration[†]				
Women	73.3	3,339,000	69.3	67,324,000
Men	70.7	2,913,000	66.9	59,254,000
Number of Unregistered Women Eligible to Vote, 1996[‡]	n/a	1,032,200	n/a	23,775,050
Percent and Number of Eligible Public Assistance Recipients Who Are Registered, 1996[‡]		n/a ^{††}	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 aged 18 and older who reported registering, based on data from the 1993 and 1995 November supplements of the Current Population Surveys.

†† Data not yet available. Illinois has approximately 450,000 public assistance recipients.

‡ U.S. Bureau of the Census, 1993, 1996; [‡] HumanSERVE, 1996.

Compiled by the Institute for Women's Policy Research.

Table 2.
Women's and Men's Voter Turnout* in Illinois and the United States

	Illinois		United States	
	Percent	Number	Percent	Number
1994 Voter Turnout*†				
Women	43.2	1,938,000	45.3	44,966,000
Men	42.9	1,747,000	44.7	40,716,000
1992 Voter Turnout*†				
Women	66.2	3,019,000	62.3	60,554,000
Men	63.9	2,631,000	60.2	53,312,000
Percent and Number of Registered Women Who Did Not Vote Over the Past Three Presidential Elections^a				
	11.2%	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 women and men aged 18 and older who reported voting, based on data from the 1993 and 1995 November supplements of the Current Population Survey.

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

Compiled by the Institute for Women's Policy Research.

Two groups that have been typically 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, there are nearly 24 million eligible unregistered women in the U.S., and one million of them are in Illinois.

Elected Officials

Though women are still a minority in elected office at both the national and state levels, their presence has grown steadily over the years. Currently, a record nine women serve in the U.S. Senate (104th Congress), one of whom (Carol Moseley-Braun) is from Illinois. Also in the 104th Congress, women fill 49 of the 435 seats in the U.S. House of Representatives (this includes Eleanor Holmes Norton, the delegate from the District of Columbia). One woman from Illinois fills one of these seats (out of a possible 20 representatives from the state of Illinois; see Table 3). Illinois ranked 21st among all states in terms of percentage of women in the state legislature in 1996 (with 177 total seats, 41 of them filled by women; data not shown).

**Table 3.
Women in Elected Office**

	Illinois	United States
Number of Women in Statewide Executive Elected Office	2*	81
Number of Women in the U.S. Congress		
U.S. Senate	1 of 2	9 of 100
U.S. House	1 of 20	49 of 435†
Percent of State Legislators Who Are Women	23.2%	20.8%

* The State Comptroller and State Treasurer.
† Includes the delegate from the District of Columbia.

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. Illinois has one legislative caucus for women's issues that operates in both houses.

**Table 4.
Institutional Resources for Women**

Does Illinois Have a ...	Yes	No
Commission on the Status of Women?		✓
Women's State Agenda Project?		✓
Legislative Caucus in the General Assembly?		
in the House of Representatives?	✓	
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 the 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

Indicators	National Rank* (of 51)	Regional Rank* (of 5)
COMPOSITE EMPLOYMENT AND EARNINGS INDEX	21	1
Women's Median Annual Earnings (for full-time, year-round workers, aged 18-65, 1990)^a	9	1
Ratio of Women's to Men's Earnings (median yearly earnings of full-time, year-round women and men workers, aged 18-65, 1990)^a	35	1
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)^b	32	3
Women in Managerial and Professional Occupations (percent of all employed women, aged 16 and older, in managerial or professional specialty occupations, 1994)^b	28	1

For methodology, see Appendix I.

* The national rankings are of a possible 51, referring to the 50 states and the District of Columbia. The regional rankings refer to the states in the East North Central region (Illinois, Indiana, Michigan, Ohio, and Wisconsin).

^a Institute for Women's Policy Research, 1995; ^b U.S. Department of Labor, 1995b.

Compiled by the Institute for Women's Policy Research.

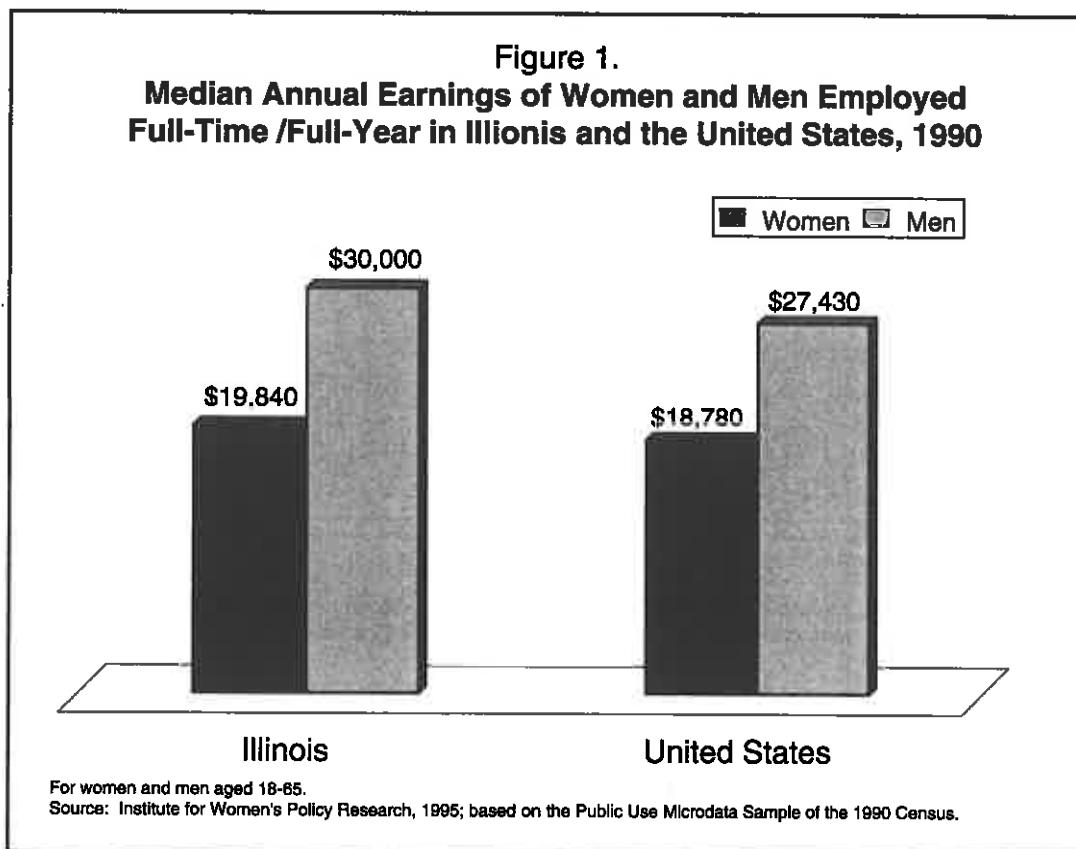
Women's Earnings

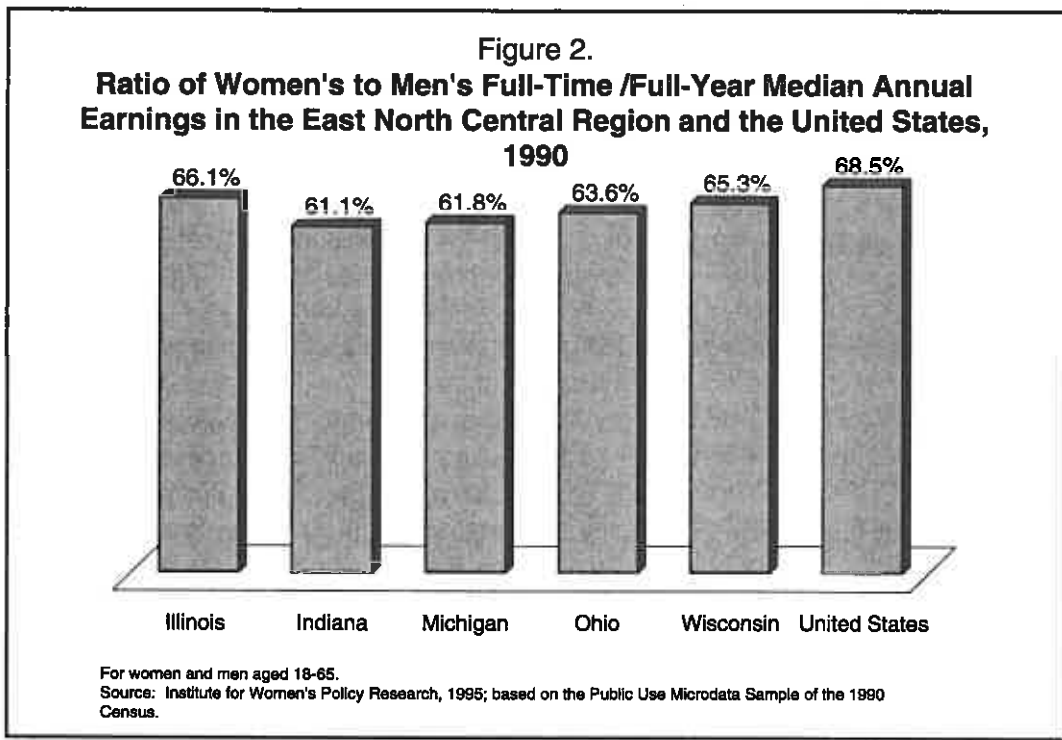
Women in Illinois working full-time full-year have higher median annual earnings than women in the United States (\$20,000 versus \$19,000, respectively). Similarly, median yearly earnings for men in Illinois are also higher than for the United States (\$30,000 and \$27,000 respectively; see Figure 1). The median annual earnings for women in Illinois are among the highest in the United States (they rank ninth) and rank first among earnings in the East North Central states. Women in the District of Columbia had the highest median annual earnings in the United States at \$24,500. Between 1980 and 1990, women in Illinois saw their median annual earnings grow by nine percent (in real terms), a rate that exceeded the growth in women's median annual earnings for every other state in the East North Central region.

The Wage Gap

The Wage Gap and Women's Relative Earnings

In 1990, the ratio of the 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. During this same time, women in Illinois were earning 66.1 percent of what men in Illinois were earning. Thus, compared to women in the nation as a whole, Illinois women experience slightly less earnings equality with men (see Figure 2). The District of Columbia has the highest earnings ratio in the nation, at 87.5 percent. Illinois ranks 35th in the nation. Nevertheless, compared with the other states in the East North Central region, Illinois ranks first, followed by Wisconsin at 65.3 percent. Yet the wage gap remains large in Illinois and elsewhere in the nation.

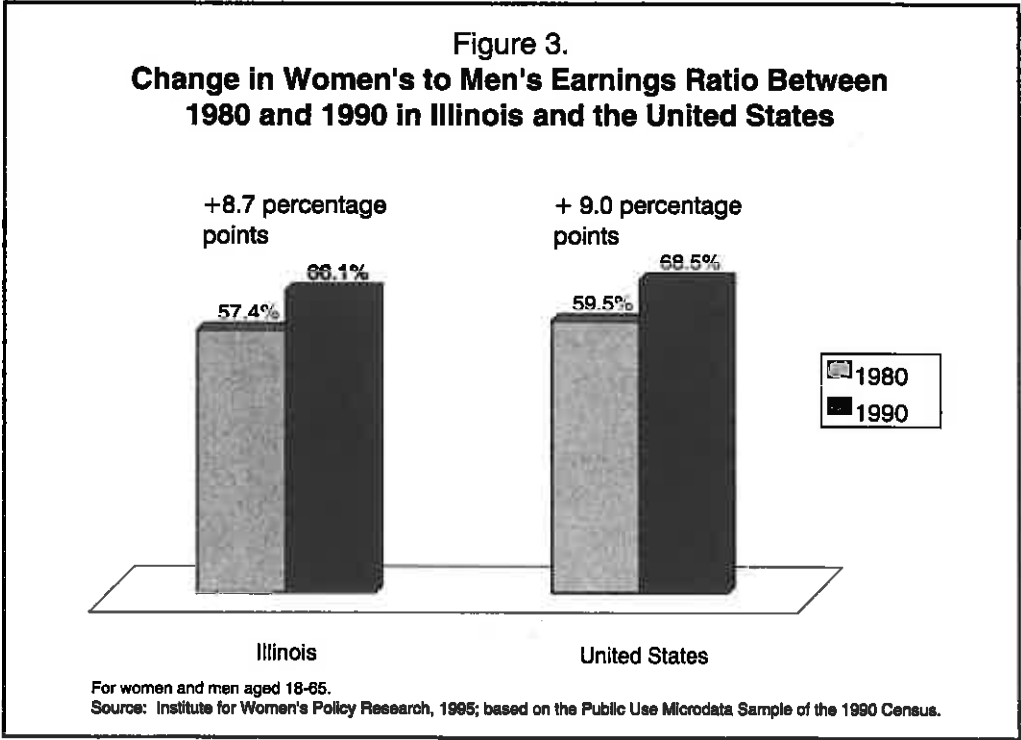




Narrowing the Wage Gap

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, the wage gap between women and men narrowed. 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 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 1980s, 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).

Illinois kept pace with the United States of increasing women's earnings relative to men's between 1980 and 1990 (see Figure 3). In Illinois, the earnings ratio increased by 8.7 percentage points, compared with an increase of nine percentage points in the United States. Illinois had the 18th highest increase in the ratio between women's and 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 but the lowest educational level in Illinois saw their absolute and relative earnings increase. In general, women with higher levels of education saw their median annual earnings increase at greater rates than women with less educational attainment. As Table 5 shows, changes ranged from a 10.6 percent decrease for high school dropouts to an 18.6 percent increase for those with more than four years of college. Women's relative earnings (as measured by the female/male earnings ratios) also increased for almost every group. However, the most educated women (with more than four years of college) fared the worst and were the only educational group to see their earnings ratio fall during the 1980s (by 0.4 percentage points). The earnings ratio for college graduates increased by nearly ten percentage points. The earnings ratio for those with high school educations increased the most, by 11 percentage points. What is striking about the data in Table 5, however, is the small amount of variation in the female to male wage ratio across educational groups.

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

Educational Attainment	Women's Median Annual Earnings, 1990	Percent Growth in Earnings, 1980-1990*	Female/Male Earnings Ratio, 1990	Percentage Point Change in the Earnings Ratio, 1980-1990
Less than High School	\$14,200	- 10.6	64.5%	+ 5.3
High School Only	\$17,000	+ 1.4	65.4%	+ 11.0
Some College	\$20,000	+ 1.3	66.7%	+ 5.6
College	\$26,500	+ 16.4	70.3%	+ 9.7
College Plus	\$32,000	+ 18.6	66.7%	- 0.4

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.

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 force participation rate (the proportion of the civilian noninstitutional population 16 years and over 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 of 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, 59.7 percent of women in Illinois were in the labor force compared with 58.8 percent of women in the United States (see Figure 4). Similarly, men's labor force participation rate in Illinois is slightly higher than the rate for men in the United States as a whole (76.5 percent for men in Illinois versus 75.1 percent for men in the United States). Yet Illinois ranks only 32nd in female labor force participation (see Chart IV).

Unemployment and Per Capita Personal Income

The percentage of the labor force in that is unemployed is smaller in Illinois than in the nation as a whole. In 1994, the unemployment rate for women in Illinois was 5.5 percent compared with the nation's 6.0 percent unemployment rate for women (see Figure 5). Despite having unemployment rates for women and men below the national average rates, the unemployment rates for both women and men in Illinois are the second highest among the East North Central states, after Michigan.

In addition to having lower rates of unemployment relative to the United States as a whole, Illinois has higher levels on average of per capita personal income (\$23,784 versus \$21,809 for the United States; see Table 6). Low unemployment and high growth per capita are two indicators of a strong economy. During the 1980s, the growth in per capita personal income for Illinois was lower than that of the nation as a whole (16.9 percent versus 18.4 percent). Between 1990 and 1994, per capita personal income grew faster than the rate for the United States (4.1 percent in Illinois versus 3.0 percent in the United States), indicating a strong recovery in Illinois from the recent recession.

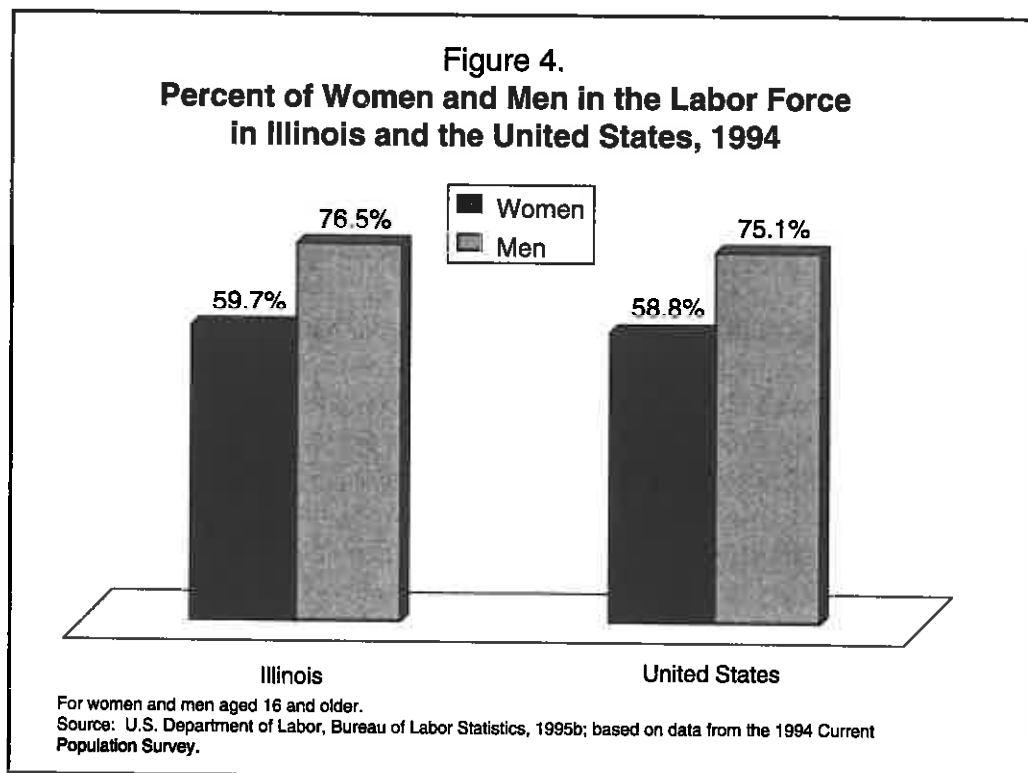
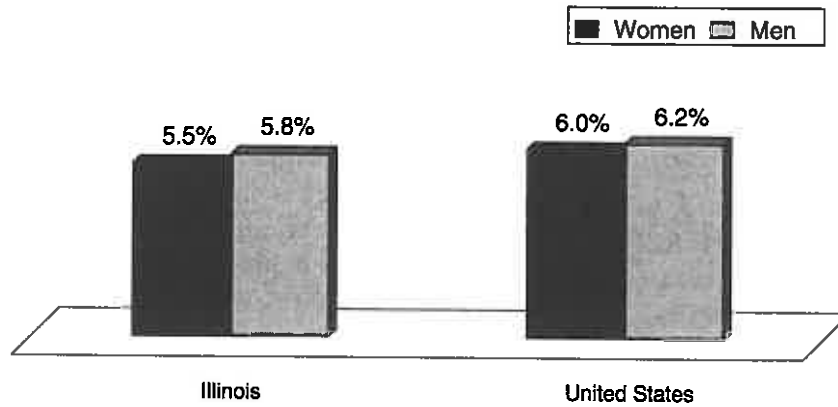


Figure 5.
Unemployment Rates for Women and Men in Illinois
and the United States, 1994



For women and men aged 16 and older.
 Source: U.S. Department of Labor, Bureau of Labor Statistics, 1995b; based on data from the 1994 Current Population Survey.

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

	Illinois	United States
Personal Income per Capita, 1994	\$23,784	\$21,809
Personal Income per Capita, Percent Change*		
Between 1990 and 1994	+ 4.1%	+ 3.0%
Between 1980 and 1990	+ 16.9%	+ 18.4%

* 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.

Part-Time and Full-Time Work

Although unemployment rates for men and women in Illinois are lower than the rates for men and women in the United States, the employment structure of Illinois is similar to that of the United States. In both Illinois and the United States, about 68 percent of the women in the labor force are employed full-time. In Illinois, 27 percent of women in the labor force are employed part-time versus 26 percent employed part-time in the United States as a whole.

A slightly smaller proportion of women in Illinois are involuntarily employed part-time compared with the rate in the United States as a whole (2.7 percent and 3.2 percent, respectively). The employment structure for men in Illinois is also very similar to that of the United States. In Illinois, 84 percent of the male labor force is employed full-time compared with a rate of 83 percent in the United States, and 10.2 percent of men in the Illinois labor force are

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

Labor Force Status	Illinois		United States	
	Female Labor Force	Male Labor Force	Female Labor Force	Male Labor Force
Total Number in the Labor Force	2,775,00	3,224,000	60,239,000	70,817,000
Percent Employed Full-Time	67.8	84.0	67.9	83.0
Percent Employed Part-Time*	26.7	10.2	26.0	10.8
Percent Voluntary Part-Time	22.0	7.9	21.0	8.0
Percent Involuntary Part-Time	2.7	1.8	3.2	2.2
Percent Unemployed	5.5	5.8	6.0	6.2

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 up 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.

employed part-time compared with 10.8 percent in the United States (see Table 7). The similarity between labor force patterns in Illinois and the United States as a whole is explained in part by the fact that the demographic characteristics of Illinois and the nation are similar (see Table 14). There are some small differences between the state and the nation in that a smaller proportion of Illinois's labor force is employed involuntarily part-time. Recent research shows that involuntary part-time work is nearly perfectly correlated with unemployment rates (Blank, 1990). Thus, low unemployment rates in Illinois relative to those in the United States and other states in the region and favorable economic conditions explain lower than average involuntary part-time employment rates.

Labor Force Status of Women by Race and Ethnicity

In 1994, women in Illinois had a higher labor force participation rate than women in the

United States. This was also true four years earlier, with 57.7 percent of all women in Illinois participating in the labor force compared with 56.8 percent of women in the United States (see Table 8). According to U.S. Census data for 1990, close to six out of 10 women in Illinois aged 16 and older were in the labor force, regardless of race or ethnicity. The labor force participation rate was higher for Illinois women in each racial and ethnic category than it was in the United States, except for African-American women. Historically, African-American women have had higher labor force participation rates than white women. This was also true in Illinois, but the labor force participation rate of African-American women in Illinois was lower than the rate for African-American women in the United States as a whole. The labor force participation rate for Hispanic women in Illinois is strikingly higher than the rate for Hispanic women in the United States (60.3 percent and 55.9 percent, respectively), as is

the labor force participation rate of Native American women in the state (62.6 percent in Illinois versus 55.4 percent in the United States). Asian-American women in Illinois had the highest participation of all racial/ethnic groups in Illinois (62.8 percent).

In Illinois, there was a slightly greater variation in women's labor force participation rates

by race and ethnicity. White women in Illinois were slightly more likely to participate in the labor force in 1990 than were women nationwide. The difference among the groups between the lowest and highest labor force participation rates in Illinois was 5.5 percentage points compared with 4.8 percentage points for the United States as a whole.

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

	Illinois		United States	
	Total Number of Women	Percent in the Labor Force	Total Number of Women	Percent in the Labor Force
All Races	4,585,713	57.7	99,559,747	56.8
White	3,545,391	57.3	77,436,552	56.4
African-American	655,371	57.9	11,344,218	59.6
Hispanic	266,835	60.3	7,256,540	55.9
Asian-American	108,858	62.8	2,809,897	60.2
Native American	9,258	62.6	712,540	55.4

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.

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

	Illinois		United States	
	Total Number of Women	Percent in the Labor Force	Total Number of Women	Percent in the Labor Force
With Children Under Age 18*	1,451,889	67.7	31,646,008	67.7
With Children Under Age 6*	697,158	59.1	15,183,228	59.7

Women aged 16 and older.

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

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 to 44). The labor force patterns of mothers in Illinois reflect the labor force patterns of mothers in the United States (see Table 9). In both the United States and Illinois, 67.7 percent of women with

children under age 18 are in the labor force. Among women with younger children (under age six), the labor force participation rate is 59.1 percent in Illinois and 59.7 in the United States.

Occupation and Industry

The distribution of women in Illinois across occupations is similar to that for the United States, with women workers most likely to be in technical, sales, and administrative support occupations (44.9 percent and 42.4 percent, respectively; see Figure 6a). Illinois women are only slightly less likely to work in service occupations (16.0 percent versus 17.8 percent). Women in Illinois are slightly more likely to work in technical, sales, and administrative support occupations and are about as likely as women in

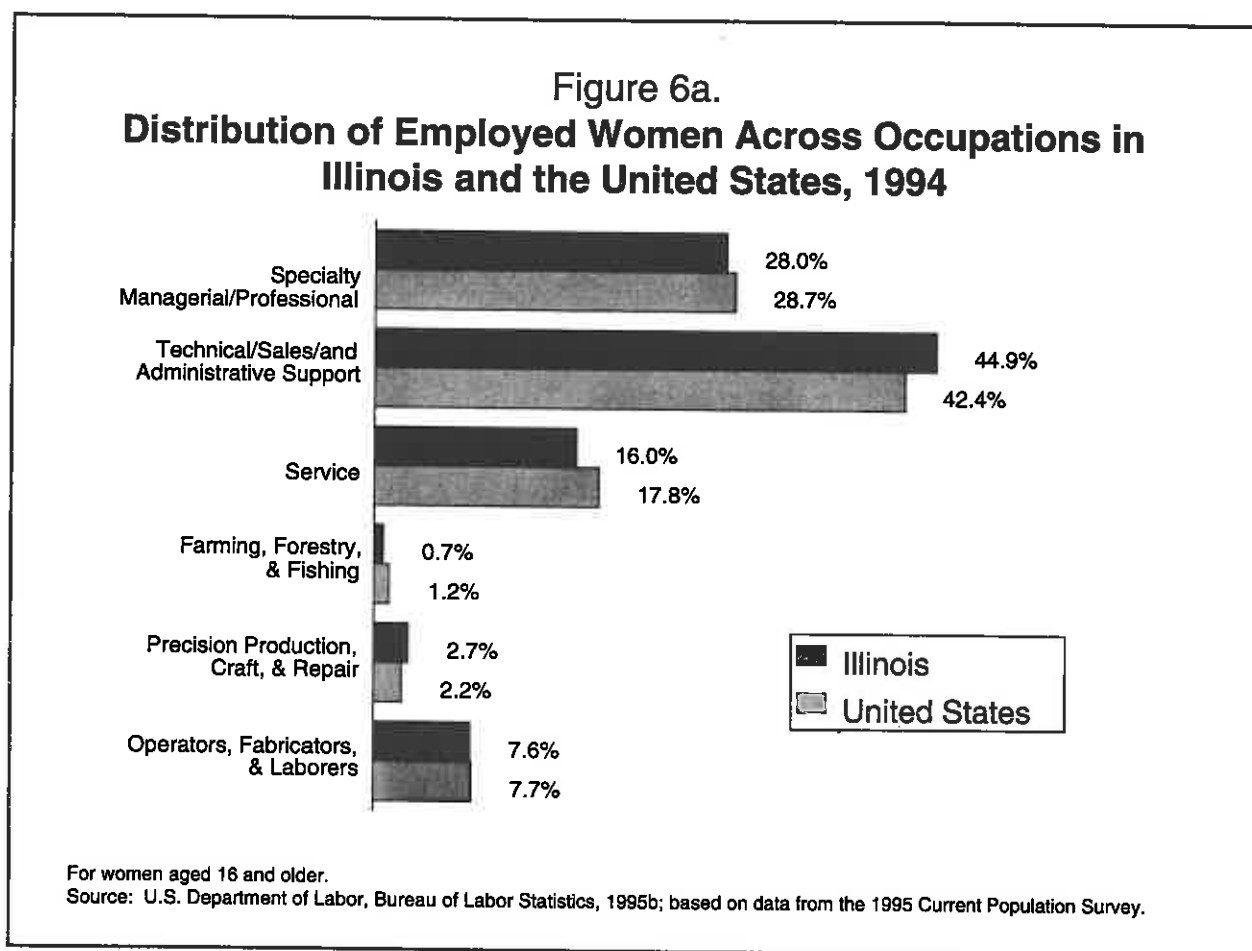
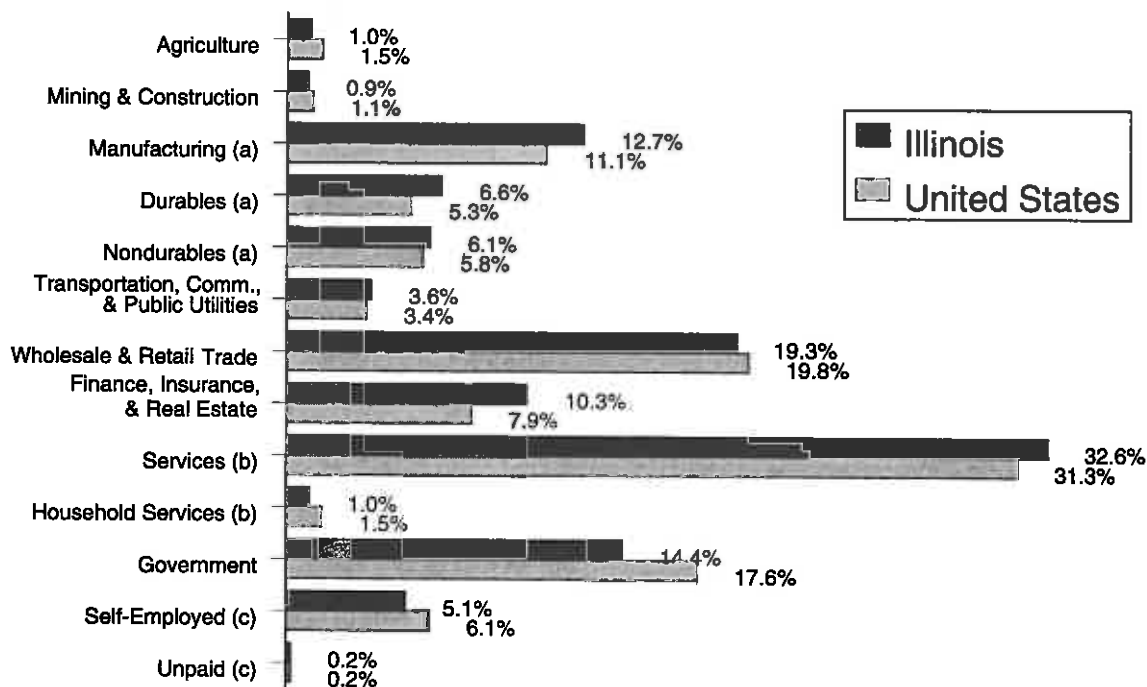


Figure 6b.
Distribution of Employed Women Across Industries
in Illinois and the United States, 1994



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.

the United States to work in managerial and professional specialty occupations. Illinois ranks 28th of the 50 states and the District of Columbia on the proportion of its female labor force employed in professional and managerial occupations but first of five states in the East North Central region.

Like occupations, the distribution of women in Illinois across industries is similar to that for the United States as a whole (see Figure 6b). In both Illinois and the United States, nearly a third of all women are employed in the service industries (including business, professional, and personnel services). About one-fifth of em-

ployed women in Illinois (and in the nation) work in the wholesale and retail trade industries. The next largest industrial category for employed women is government, although women in Illinois are less likely to work in government than women in the United States as a whole (14.4 percent versus 17.6 percent). Illinois women are also more likely to work in the finance, insurance, and real estate (F.I.R.E.) industries and in the manufacturing industries than women in the United States (10.3 percent compared with 7.9 percent for F.I.R.E. and 12.7 percent compared with 11.1 percent for manufacturing).

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, child-bearing decisions, earnings, 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 case workers; they do not have the economic means to travel freely; and they often do not have the skills and tool necessary to improve their economic situation.

Chart V.
Economic Autonomy: National and Regional Ranks

	National Rank* (of 51)	Regional Rank* (of 5)
COMPOSITE ECONOMIC AUTONOMY INDEX	18	1
Percent with Health Insurance (among nonelderly women, 1991-1993)^a	16	4
Educational Attainment (percent of women aged 25 and older with four or more years of college, 1990)^b	17	1
Women's Business Ownership (percent of all firms owned by women, 1992)^{c†}	21	2
Percent of Women Above Poverty Level (percent of women living above the poverty threshold, 1990)^b	19	3

See Appendix I for methodology.

** 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 East North Central region (Illinois, Indiana, Michigan, Ohio, and Wisconsin).*

† Excludes "C" corporations. Please see Table II for more details.

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

Calculated by the Institute for Women's Policy Research.

Access to Health Insurance

Women in Illinois enjoy among the highest earnings of all women in the United States and are more likely to be insured than women in the United States as a whole (10.5 percent uninsured in Illinois compared with 13.8 percent in the United States; see Table 10). Women workers in Illinois are more likely to have employer-based health insurance than women in the United States as a whole (65.6 percent compared with 63.7 percent). Men in Illinois, like the women in the state, are also more likely to be insured and to have employer-based coverage. However, there are some gender differences: women in Illinois are more likely than women in the United States to be covered by Medicaid (14.9 percent and 13.0 percent, respectively), while men in the state and in the nation are equally likely to be covered by Medicaid (8.8 percent for men in both Illinois and the United States). Women in Illinois, as in the nation in general, are also much more likely than men to rely on publicly funded health insurance, as Table 10 shows.

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 in 1990, bringing women closer to closing the education gap (U.S. Department of Labor, 1995b).

In general, the educational attainment of women in Illinois is similar to that in the nation. A slightly higher proportion of women in Illinois (over age 25) have more than a high school education (43.7 percent compared to 42.6 percent of women in the United States; see Figure 7). The proportion of women in Illinois without

Table 10.

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

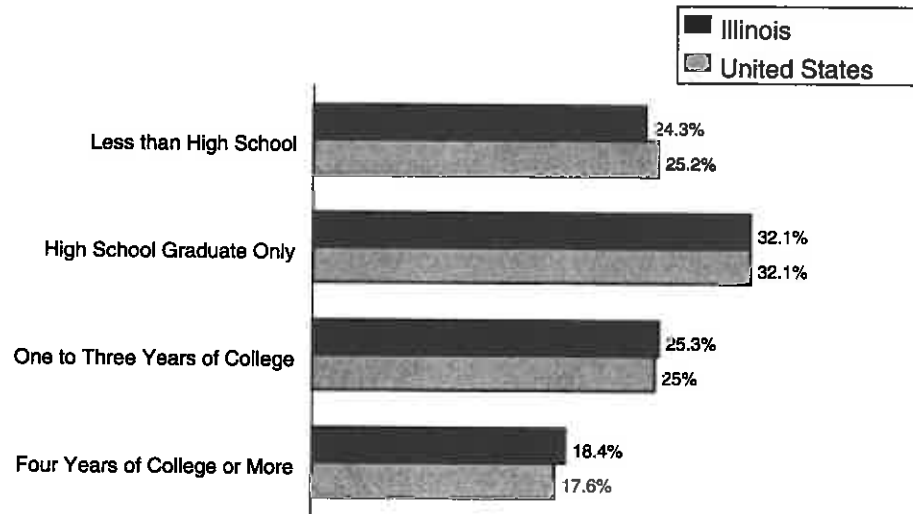
	Illinois		United States	
	Women	Men	Women	Men
Number	5,274,000	5,145,000	109,961,000	108,625,000
Percent Uninsured	10.5	15.0	13.8	17.8
Percent with Employer-Based Health Insurance	65.6	67.0	63.7	63.8
Percent with Medicaid	14.9	8.8	13.0	8.8
Percent with Other Coverage	9.0	9.3	9.5	9.7

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 Illinois and the United States, 1990



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

high school diplomas is similar to that of women in the United States as a whole (24.3 percent compared with 25.2, respectively), as is the proportion with a high school education only (32.1 percent for both Illinois and the United States) The proportion of women in Illinois with at least some college is similar to the national average (25.3 percent in Illinois and 25.0 percent in the United States), while the proportion of women with four or more years of college, at 18.4 percent, is marginally higher than the national average (17.6 percent).

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 U.S., 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). Between 1987 and 1992, the number of women-owned businesses grew at a rate of 42

percent in Illinois, similar to the growth rate of women-owned businesses in the United States. By 1992, women owned 250,613 firms in Illinois (see Table 11). In Illinois, 53.6 percent of women-owned firms were in the service industries, and the next highest proportion, 17.8 percent, were in retail trade, a distribution across industries similar to that of women-owned businesses nationally (see Figure 8). The business receipts of women-owned businesses in Illinois rose by 94 percent (in constant dollars) between 1987 and 1992 (see Table 11). This is compared 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 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

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

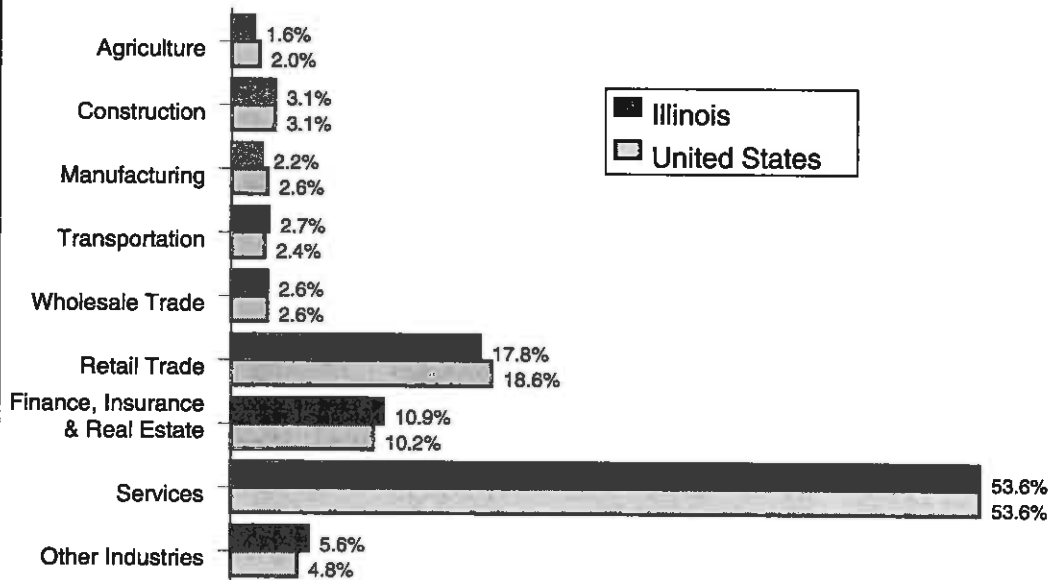
	Illinois	United States
Number of Women-Owned Firms	250,613	5,888,883
Percent of All Firms that Are Women-Owned	34.5%	34.1%
Percent Increase, 1987-1992	41.5%	43.1%
Total Sales & Receipts (in billions)	\$33.3	\$642.5
Percent Increase (in constant dollars), 1987-1992	94.1%	87.0%
Number Employed by Women-Owned Firms	315,615	6,252,029

* 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 Illinois 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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of education than average. They are also more likely to be covered by another's health insurance. Self-employed women are also more 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 Illinois are less likely to be self-employed than women in the United States. In Illinois, 5.1 percent of employed women are self-employed, compared with 6.1 percent of women in the United States (see Figure 6b).

Women's Economic Security and Poverty

As women's responsibility for their families' economic well-being grows, the wage gap and women's prevalence in low-paid female-dominated occupations may frustrate women's ability

to ensure their family's 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-couple families with children was \$41,000 (see Figure 9). Figure 9 also shows that family incomes were higher, on average, for all family types in Illinois than in the United States as a whole.

The proportion of women in poverty in Illinois is lower than that of women in the United States (11.6 percent and 13.2 percent, respectively; see Figure 10). The proportion of women receiving AFDC in Illinois is slightly higher than the proportion of women receiving AFDC in the United States (4.2 percent and 3.5 percent, respectively). Approximately 203,072 women and 474,493 children in Illinois received benefits in 1993 (U.S. Department of Health and Human Services, 1993). The level of AFDC benefits for

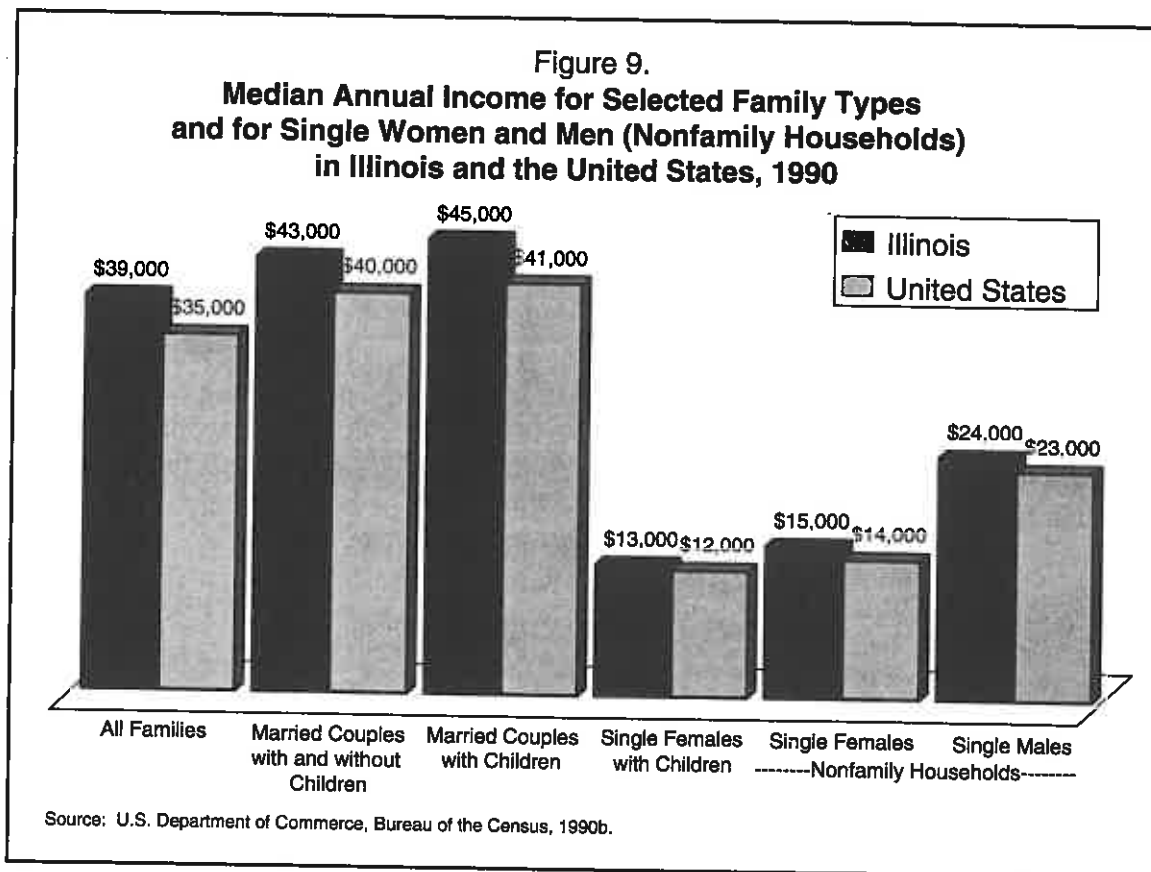
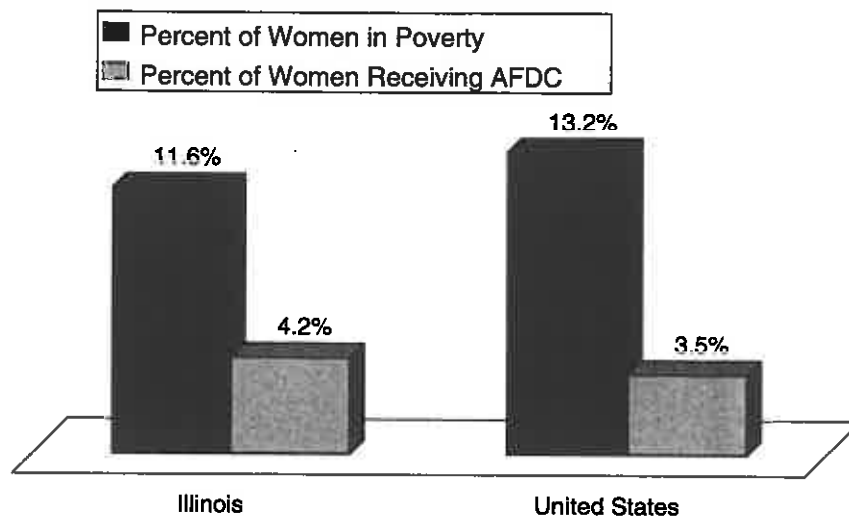


Figure 10.
Percent of Women in Poverty and Percent Receiving AFDC
Aged 18 and Older in Illinois and the United States, 1990

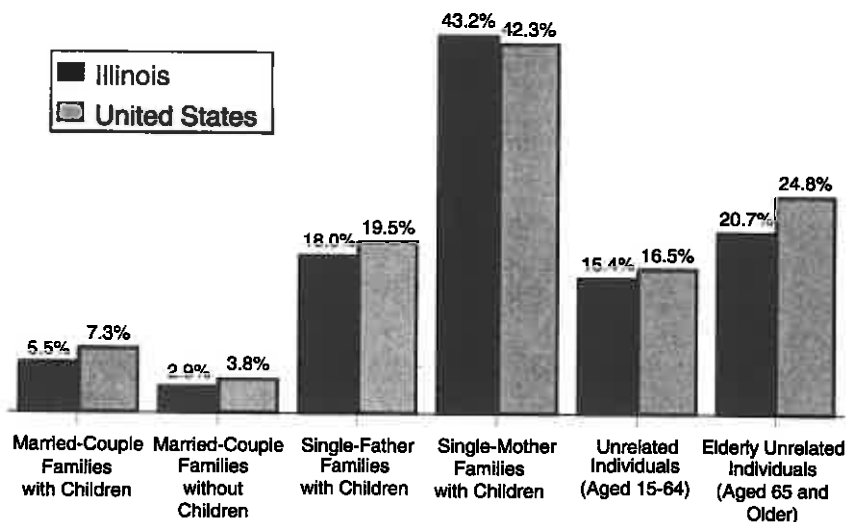


Source: Poverty data from the Population Reference Bureau, 1993; based on the Public Use Microdata Sample of the 1990 Census. AFDC reciprocity data are from the U.S. Department of Health and Human Services, 1990.

a family of three in Illinois was \$367 per month in 1993. AFDC and Food Stamp benefits combined equaled 61 percent of the poverty threshold. This is similar to the average AFDC benefit for a family of three in the United States, which was \$393 per month, and to the combined AFDC and Food Stamps benefits, which equaled 62 percent of the poverty line. AFDC covers a higher proportion of poor women in Illinois than in the United States as a whole but at a lower benefit level. The poverty rate for single-mother families is 43 percent in Illinois, or one percentage point above the poverty rate for single-mother families in the United States, much higher than that for any other family type (see Figure 11).

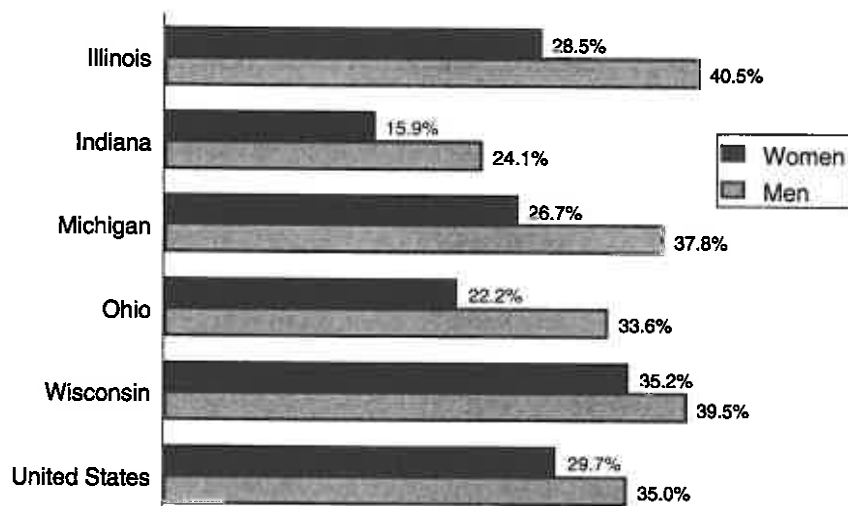
There are also significant gender differences in Illinois in terms of access to Unemployment Insurance. While both women and men have lower unemployment rates in Illinois than in the United States (see Figure 5), the percent of unemployed women receiving Unemployment Insurance (UI) is lower in Illinois than in the United States (28.5 percent and 29.7 percent, respectively; see Figure 12). In contrast, the UI reciprocity rate for unemployed men is much higher in Illinois than in the United States (40.4 percent and 35.0 percent, respectively). In terms of unemployment, Illinois appears to provide a significantly better safety net for men than for women, though benefit receipt is low for both sexes.

Figure 11.
Poverty Rates for Selected Family Types and for Unrelated Individuals in Illinois 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 East North Central 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 anti-abortion 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 Illinois, while ranked first within its region, ranks only 19th in the nation, placing it in the middle third. There is still substantial room for improvement.

Chart VI. Panel A Reproductive Rights: National and Regional Ranks		
	National Rank* (of 51)	Regional Rank* (of 5)
Reproductive Rights Composite Index	19	1
<i>For methodology see Appendix I.</i>		
* 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 East North Central region (Illinois, Indiana, Michigan, Ohio, and Wisconsin).		

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? ^a		✓
Does the state allow access to abortion services without a waiting period? ^a	✓	
Does the state provide public funding for abortions under any circumstances if a woman is eligible? ^a	✓	
What percent of counties in the state have abortion providers? ^b	9.0%	
Is Illinois state government pro-choice? ^a		
Governor		✓
State Senate		✓
State House of Representatives		✓
Does public funding cover infertility treatments? ^c		✓
Does Illinois allow gay/lesbian couples to adopt? ^d		State is neutral
Does Illinois have a maternity stay law? ^e		Legislation pending

^a New federal legislation, passed in September 1996, requires insurance companies to pay for minimum hospital stays in maternity cases.
^b NARAL Foundation and NARAL, 1995; ^cHenshaw and Van Vort, 1994; ^dKing and Meyer, 1996; ^eAmerican Political Network, Inc., 1996; ^fHuman 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, Illinois'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. Illinois 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. Illinois 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. Illinois's proportion of counties with providers is relatively low (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 awaiting the governor's signature in Illinois (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 House of Representatives 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). Illinois's governor and state legislature are currently anti-choice.

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. Illinois 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. Illinois is neutral on this issue (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, are prescribed more drugs by their physicians, but live longer than men do (Commonwealth Fund, 1994). 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 also 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 insurance 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 Illinois

are more likely to have insurance than women nationally and slightly more likely to have access through their employment (see Table 10).

While poverty rates and AFDC reciprocity rates for women in Illinois are similar to those for the United States, infant mortality rates are higher in Illinois than in the U.S. (9.9 per 1,000 births compared to 8.4 per 1,000 births for the United States; see Table 12). Fertility rates are also higher (70.5 births per 1,000 women in Illinois compared with 66.7 births per 1,000 women). In Illinois, the percent of babies with low birth weights among white mothers is similar to the national average, while the percent of babies with low birth weights among African-American mothers is higher than the national average, indicating that women in Illinois may have differential access to pre- and postnatal care. In terms of births to teenage mothers and unmarried mothers, Illinois 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 percent in 1980 to 32.6 percent in 1994, indicating that, increasingly, unwed motherhood extends across all age groups. In Illinois, births to teenage mothers also fell to 12.9 percent by 1992, while births to unmarried mothers rose to 34.3 percent by 1994.

Compared with the nation as a whole, Illinois does relatively poorly on a number of preventive health care measures. Of women over age 40, 74.2 percent have had a mammogram, lower than the median rate of nearly 80 percent for women in the United States. Of adult women, 88.6 percent have had a pap smear contrasted with 93.4 percent nationally. And although the vast majority of all children in Illinois have been vaccinated, Illinois's vaccination rate lags seven percentage points behind the national average.

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

	Illinois	United States
FERTILITY AND INFANT HEALTH		
Fertility Rate in 1994 (live births per 1,000 women aged 15-44) ^a	70.5	66.7
Infant Mortality Rate in 1993 (deaths of infants under age one per 1,000 live births) ^b	9.9	8.4
Percent of Counties with at Least One Abortion Provider, 1992 ^c	9.0%	16.0%
Percent of Low Birth Weight Babies (less than 5 lb. 8 oz.) 1994 ^a		
Among Whites	5.9%	6.1%
Among African-Americans ^a	14.8%	13.2%
Births to Teenage Mothers as a Percent of All Births, 1992 ^d	12.9%	12.7%
Births to Unmarried Mothers as a Percent of All Births, 1992 ^a	34.3%	32.6%
PREVENTIVE HEALTH CARE		
Percent of Women Who Have Ever Had a		
Mammogram (aged 40 and older), 1993 ^a	74.2%	77.9% [*]
Pap Test (aged 18 and older), 1993 ^a	88.6%	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 ^f	68.0%	75.0%
ENVIRONMENTAL AND CANCER RISKS		
Toxic Chemicals that Could Cause Birth Defects (pounds per person), 1992 ^g	16.9 lbs	36.0 lbs
Average Annual Mortality Rate (per 100,000) Due to		
Female Breast Cancer, 1988-1992 ^h	29.5	27.1
Cervical and Uterine Cancer, 1988-1992 ^h	3.2	3.0
Ovarian Cancer, 1988-1992 ^h	8.0	7.8
Estimated Number of New Cases of Female Breast, Cervical, and Uterine Cancers, 1996 ^a	10,260	200,000
OTHER		
As of July 1995, has Illinois enacted legislation that attempts to ensure universal access to health insurance? ^f	no	

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

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

	Illinois	United States
Total Population	11,752,000	260,341,000
Percent of Total Population Enrolled in HMOs	16.9	19.5
Percent of Total Population Receiving Medicare	13.7	14.0
Percent of Medicare Recipients Enrolled in HMOs	6.6	9.2
Percent of Total Population Receiving Medicaid	12.3	13.1
Percent of Medicaid Recipients Enrolled in HMOs	11.1	21.4

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 towards 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 crucial role in the states of California, Massa-

chusetts, Minnesota, and Oregon but are much less prevalent throughout the South (Winterbottom et al., 1995).

The percentage of the population enrolled in HMOs in Illinois is somewhat lower than that in the United States as a whole (16.9 percent versus 19.5 percent; see Table 13). Similarly, Medicare recipients in Illinois are less likely to be enrolled in an HMO than the national average — 6.6 percent of Illinois Medicare recipients are. However, a higher proportion of Illinois Medicaid recipients than Medicare recipients are enrolled in HMOs (11.1 percent), although the percentage of Medicaid recipients enrolled in HMOs is much smaller than that in the United States as a whole (21.4 percent of Medicaid recipients in the United States are enrolled in HMOs; 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 distributions 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, compared with the nation as a whole, Illinois has a similar proportion of elderly women, similar proportions of women by race and ethnicity, and a similar distribution of households by household type but a somewhat higher proportion of women living in metropolitan areas. Demographic changes 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.

Between 1980 and 1990, the total population of the United States grew by 9.8 percent, while the population of Illinois did not grow significantly (less than 0.5 percent; U.S. Department of Commerce, 1995b). In fact, population growth for the entire East North Central Region was less than one percent during the 1980s. Only Wisconsin had a population growth that exceeded one percent (at four percent during this time period). In recent years, population growth in Illinois has picked up, growing by 2.8 percent between 1990 and 1994, the same as the population growth rate for the East North Central region as a whole but still slightly below the rate for the United States (4.7 percent during this period).

Nearly 5.9 million women lived in Illinois in 1990; 4.6 million of them were aged 16 and older. The median age of women in Illinois is the same as that of the United States as a whole,

and the proportion of women over age 65 in Illinois is similar to that of the United States (14.9 percent versus 14.7 percent). In terms of racial and ethnic diversity, the female population in Illinois resembles that in the United States. In Illinois, as in the nation as a whole, about three-quarters of women are white. African-American women represent a slightly larger proportion of women in Illinois than in the United States (15.3 versus 12.1 percent), while Hispanic women represent a slightly smaller proportion (6.9 percent versus 8.3 percent). Asian-American women are 2.4 percent and Native American women are only 0.2 percent of women in the state.

The proportion of divorced women in Illinois is slightly lower than that in the country as a whole, while the proportions of single and widowed women are higher (see Figure 13). Fifty-five percent of women in Illinois are married compared with 56 percent of women in the United States. The distribution of family types is similar to the nation as a whole. The majority of households in Illinois and in the United States are married-couple households (55.2 percent and 56.2 percent, respectively). When looking just at families with children under age 18, the proportion of female-headed families among all families with children in Illinois is only marginally higher than that in the United States (19.8 percent and 19.5 percent, respectively; see Figure 14).

Illinois is slightly more urbanized than the United States population as a whole. The proportion of women in Illinois who are foreign-born is the same as that in the United States as a whole. The percent of Illinois's prison population that is female is about the same as that for the nation as a whole.

Table 14.
Basic Statistics*

	Illinois	United States
Total Population, 1995^a	11,853,000	263,434,000
Number of Women, All Ages^b	5,871,432	127,212,264
Sex Ratio (women to men, aged 18 and older)^c	1.10:1	1.09:1
Median Age of All Women^c	34.1 years	34.1 years
Proportion of Women over Age 65^b	14.9%	14.7%
Distribution of Women by Race and Ethnicity, All Ages^b		
White[†]	75.2%	75.9%
African-American[†]	15.3%	12.1%
Hispanic^{††}	6.9%	8.3%
Asian-American[†]	2.4%	2.9%
Native American[†]	0.2%	0.8%
Distribution of Households by Type, 1990^b		
Total Number of Family and Nonfamily Households	4,187,100	91,770,958
Married-Couple Families (with and without their own children)	55.2%	56.2%
Female-Headed Families (with and without their own children)	11.8%	11.2%
Male-Headed Families (with and without their own children)	3.2%	3.2%
Nonfamily Households: Single-Person Households	25.5%	24.4%
Nonfamily Households: Other	4.3%	4.9%
Proportion of Women Living in Metropolitan Areas, All Ages, 1990^b	87.7%	83.1%
Proportion of Women Who Are Foreign-Born, All Ages, 1990^b	7.9%	7.9%
Percent of Federal and State Prison Population Who Are Women, 1993^d	4.2%	4.9%

* Data are for 1990 unless otherwise specified.

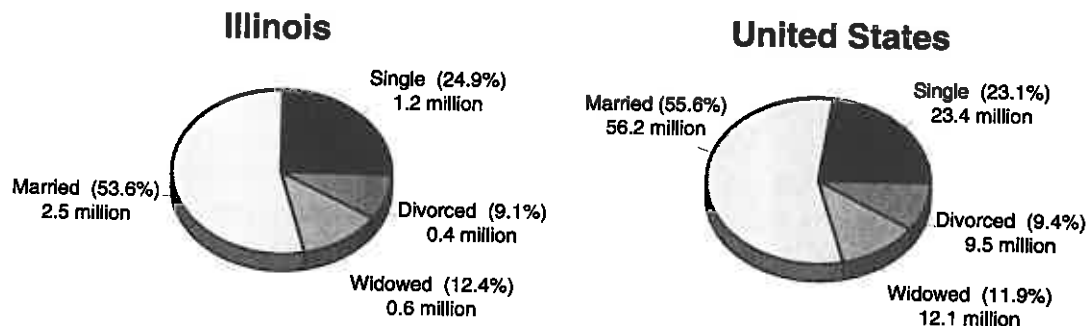
† Non-Hispanic.

†† Hispanics may be of any race.

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

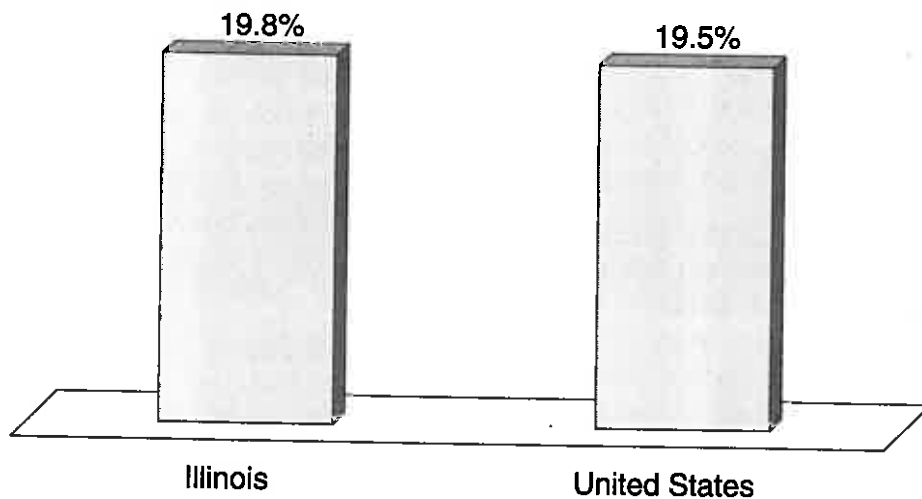
Compiled by the Institute for Women's Policy Research.

Figure 13.
Distribution of Women by Marital Status in Illinois 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 Illinois 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

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Women Employed Institute
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Tel (312) 782-3902
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Women's Bureau Regional Office
U.S. Department of Labor
230 South Dearborn Street
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Women's Business Development Center
8 South Michigan, Suite 400
Chicago, IL 60603
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Fax (312) 853-0145

Women's Self Employment Project
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Fax (312) 606-9215

Young Women's Christian Association of
Metropolitan Chicago
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Chicago, IL 60601
Tel (312) 372-2600

National Resources

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Washington, DC 20006
Tel (202) 637-5000
Fax (202) 637-5058

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Tel (202) 434-2277
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Alexandria, VA 22314
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Fax (703) 549-3864

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Washington, DC 20024
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Fax (202) 651-7001

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Baltimore, MD 21202
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Fax (202) 861-0298

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Springfield, VA 22150
Tel (703) 922-5757
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90 Clifton Avenue
New Brunswick, NJ 08901
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Hyattsville, MD 20782
Tel (301) 436-8500
<http://www.cdc.gov/nchswww/nchshome.htm>

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Memphis, TN 38152
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Fax (901) 678-3652

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Fax (202) 662-3540

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

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Washington, DC 20036
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Washington, DC 20036
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Fax (202) 785-3605
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National Women's Studies Association
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College Park, MD 20740
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9to5, National Association of Working Women
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Fax (414) 272-2870

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Tel (202) 296-3776
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Tel (202) 483-1100
Fax (202) 483-3937
<http://www.prb.org/prb/>

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Washington, DC 20233
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Fax (301) 457-2643
<http://www.census.gov>

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Washington, DC 20202
Tel (202) 401-1576
Fax (202) 401-0596
<http://www.ed.gov>

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200 Independence Avenue, SW
Washington, DC 20201
Tel (202) 690-7000
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U.S. Department of Labor, Bureau of Labor Statistics
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<http://stats.bls.gov>

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Executive Office of the President
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Washington, DC 20500
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Fax (202) 456-7311

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Fax (202) 467-5366

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Washington, DC 20210
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Washington, DC 20009
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Women's Research and Education Institute
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Washington, DC 20006
Tel (202) 628-0444
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Tel (212) 614-2700
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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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Health and Medicine Policy Group

332 South Michigan Avenue, Suite 500
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Illinois Caucus for Teen Pregnancy

28 E. Jackson, Room 610
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Illinois Pro-Choice Alliance

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Fax (312) 201-9760

Illinois Public Action

68 East Walker Place, 3rd Floor
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Kids Public Education and Policy Project

The Ounce of Prevention Fund
122 South Michigan Avenue, Suite 2050
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Mujeres Latinas en Accion

1823 West 17th Street
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National Coalition of 100 Black Women,
Chicago

11 South LaSalle, Suite 2802
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Public Welfare Coalition

407 South Dearborn
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