Women’s Economic Security in the Labor Market and in Retirement
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The Institute for Women's Policy Research conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies.
Women’s and Men’s Pay is Becoming More Equal.

Median Annual Earnings for Full-Time Year-Round Men and Women Workers (in 2008 dollars), 1960-2008

Source: U.S. Census Bureau 2009
Race and Gender Differences are Still Very Significant. White and Asian American Men Earn the Most. Hispanic Women Earn the Least.
Women’s Accumulated Losses Are Large Across 15 Years (1983-1998)

- Women: $273,592
- Men: $722,693
- Ratio: 38 percent
- Gap: 62 percent
- Accumulated Loss $499,101

Life-time earnings: includes years out of labor force and years of part-time work

Today’s Child is Just as Likely to Live with a Working Mom as a Working Dad. Dual-Earner Couples are the Most Common Type of Family with Children and Single Working Moms are as Numerous as Married Mothers at Home.

Men Have Higher Unemployment than Women in this Recession.

Monthly Unemployment Rate by Gender (Seasonally Adjusted), January 2000-June 2010

Men Lost More Jobs than Women in this Recession, but Men’s Employment is Beginning to Recover More Quickly.

Women and Men's Monthly Job Gains/Losses (Seasonally Adjusted), January 2000-June 2010

The Number of Women and Men on Payrolls Approached Equality in October 2009, but is Now Diverging as Men’s Employment Recovers More Quickly than Women’s.

**Monthly Number of Women and Men on Payrolls (Seasonally Adjusted), December 2007-June 2010**

In this recession, women and men over age 55 are the only groups whose employment has INCREASED.

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Women’s Lower Life-time Earnings have Consequences for their Retirement Years.

Average Income Amounts by Source for Older Women and Men
(Aged 65 and Older)

<table>
<thead>
<tr>
<th>Source</th>
<th>All Women</th>
<th>Average Annual Income</th>
<th>All Men</th>
<th>Average Annual Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security</td>
<td>47.5%</td>
<td>($9,782)</td>
<td>Pensions</td>
<td>23.1%</td>
</tr>
<tr>
<td>Earnings</td>
<td>18.9%</td>
<td>($3,887)</td>
<td>Earnings</td>
<td>31.1%</td>
</tr>
<tr>
<td>Assets</td>
<td>14.3%</td>
<td>($2,939)</td>
<td>Assets</td>
<td>14.3%</td>
</tr>
<tr>
<td>Other</td>
<td>1.8%</td>
<td>($364)</td>
<td>Other</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

Note: Benefits, income, and earnings data are for calendar years 2001-2004 in 2004 constant dollars. Percentages are calculated based on average annual incomes for each source including zero values. Average amounts for each source are in parentheses.
Despite older women’s increased employment, *half* of all women recipients rely on family benefits compared with only 1 percent of men.

### Adult Social Security Beneficiaries by Gender (All Ages), 2008

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RETIRED WORKER BENEFICIARIES</strong></td>
<td>18,141,411</td>
<td>16,502,851</td>
</tr>
<tr>
<td>Eligible for retired worker benefit</td>
<td>15,817,829</td>
<td>16,455,822</td>
</tr>
<tr>
<td>Receiving own benefit</td>
<td>9,483,507</td>
<td>16,315,556</td>
</tr>
<tr>
<td>Receiving own benefit + spouse benefit</td>
<td>6,334,322</td>
<td>140,266</td>
</tr>
<tr>
<td>Eligible for spouse benefit only</td>
<td>2,323,582</td>
<td>47,029</td>
</tr>
<tr>
<td><strong>SURVIVOR BENEFICIARIES</strong></td>
<td>4,465,868</td>
<td>75,599</td>
</tr>
<tr>
<td>Eligible as widows/ers</td>
<td>4,464,374</td>
<td>75,400</td>
</tr>
<tr>
<td>Eligible as aged parents</td>
<td>1,494</td>
<td>199</td>
</tr>
<tr>
<td><strong>DISABLED WORKER BENEFICIARIES</strong></td>
<td>3,650,870</td>
<td>3,930,051</td>
</tr>
<tr>
<td>Disabled workers</td>
<td>3,502,167</td>
<td>3,924,524</td>
</tr>
<tr>
<td>Spouses of disabled workers</td>
<td>198,703</td>
<td>5,527</td>
</tr>
<tr>
<td><strong>ALL ADULT BENEFICIARIES</strong></td>
<td>26,258,149</td>
<td>20,508,501</td>
</tr>
<tr>
<td>Spouse or family beneficiaries as a % of all adult beneficiaries</td>
<td><strong>50.7%</strong></td>
<td><strong>1.3%</strong></td>
</tr>
</tbody>
</table>

56% of women are dually entitled or dependents only. They depend totally or partially on husbands’ earnings to provide them with Social Security benefits.

Women's Entitlement Status, 1960-2008
(All Women Aged 62 and Older)

Employment Policy Recommendations

- Expand coverage and eligibility for unemployment insurance including for new entrants and reentrants.
- Expand work and family accommodations (paid family leave).
- Step up enforcement of equal pay and equal employment opportunity laws, including the active prevention of sexual harassment, to reduce discrimination in the workplace.
- Protect women’s rights on the job, including the right to organize, since the gender wage gap is smaller among unionized workers than non-unionized workers.
Social Security Policy
Recommendations

- Account for caregiving outside marriage and new family structures
- Increase benefits, especially at the low end
- Strengthen Social Security *because* economic insecurity is increasing.
- Do not cut benefits, do not raise retirement age