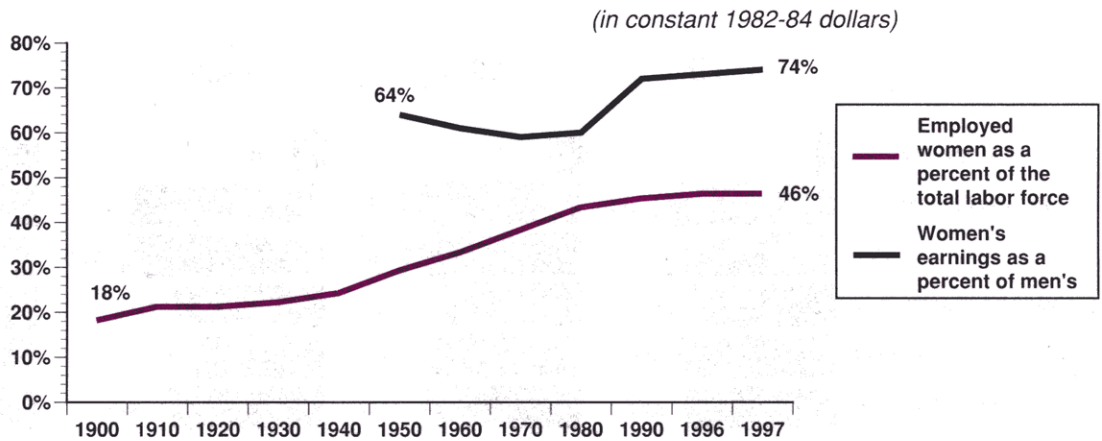


Women, Now Close to Half of the Paid Labor Force, Have Seen Their Incomes Rise As a Ratio of Men's, But Still Lag



Source: For women's employment, US Bureau of the Census, *Statistical Abstract of the United States, 1998*, p. 404 and idem, *Historical Statistics*, pp. 127-28; For women's earnings, US Department of Labor, Women's Bureau, "Median Annual Earnings For Year-Round Full-Time Workers, By Sex, 1951-1997," 1998.

Women's Average Earnings— Hourly, Weekly, and Annually—Compared to Men's, 1997



Note: The gaps between men's and women's earnings depend on whether hourly, weekly or annual earnings are being compared. For example, in 1997 the gender wage gap in hourly earnings was 19%, while the gap measured by annual earnings was 26%. This discrepancy is due to the fact that women on average spend fewer hours in paid jobs over a whole year than men do.

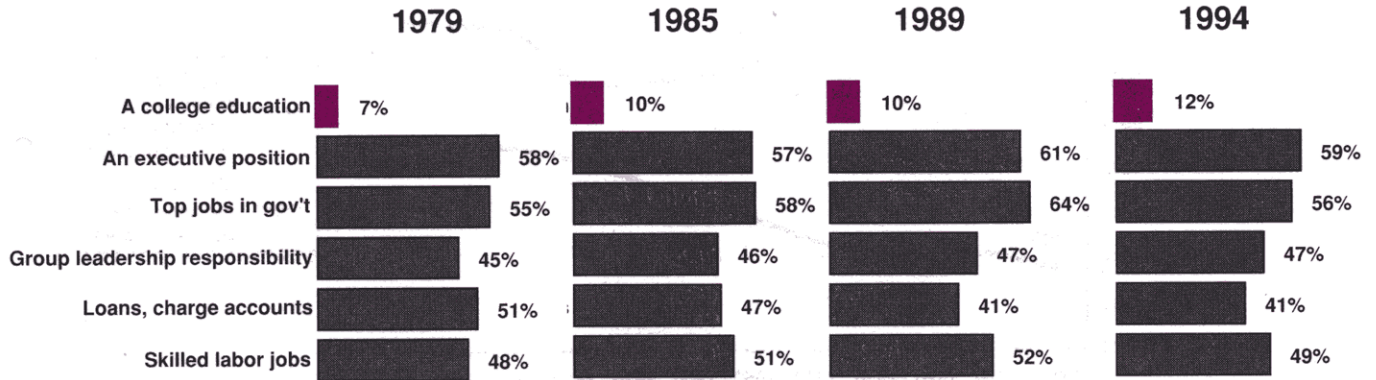
Source: US Bureau of Labor, *BLS Bulletin #2340, Employment and Earnings*, January 1998, and unpublished tables.

Women's Weekly Earnings Are Lower Than Men's in Each Industry Sector

Industry Sector	Percent Women	Ratio of Women's to Men's Weekly Earnings
Finance, Insurance & Real Estate	61%	65%
Services	58%	76%
Public Sector	51%	81%
Retail Trade	44%	74%
Manufacturing	31%	68%
Wholesale Trade	27%	75%
Agriculture	18%	96%
Mining	12%	80%
Construction	8%	85%

Source: US Bureau of Labor Statistics, 1995 data.

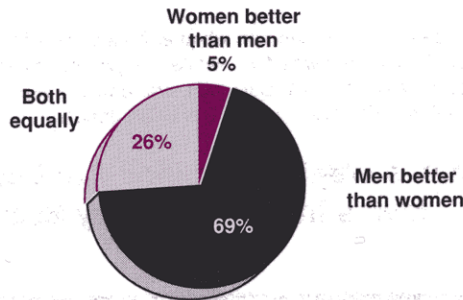
Roughly Half of Women Say Women Are Discriminated Against in Many Economic Areas—Though Not in Getting College Educations



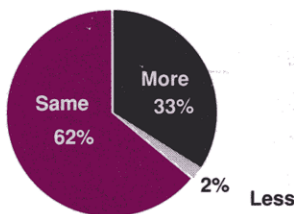
Source: Surveys by the Roper Organization for Virginia Slims, October 6-12, 1979, March 1-30, 1985, July 22-August 12, 1989, and November 12-December 3, 1994.

Two-Thirds of Women Now Say Our Society Generally Treats Men Better Than It Treats Women

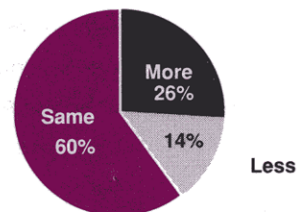
Question: Do you think that in our country today, society generally treats women better than men, both equally, or men better than women?



Question: If you were a man, would you be paid more at your job, would you be paid less, or would you be paid the same as you are now?



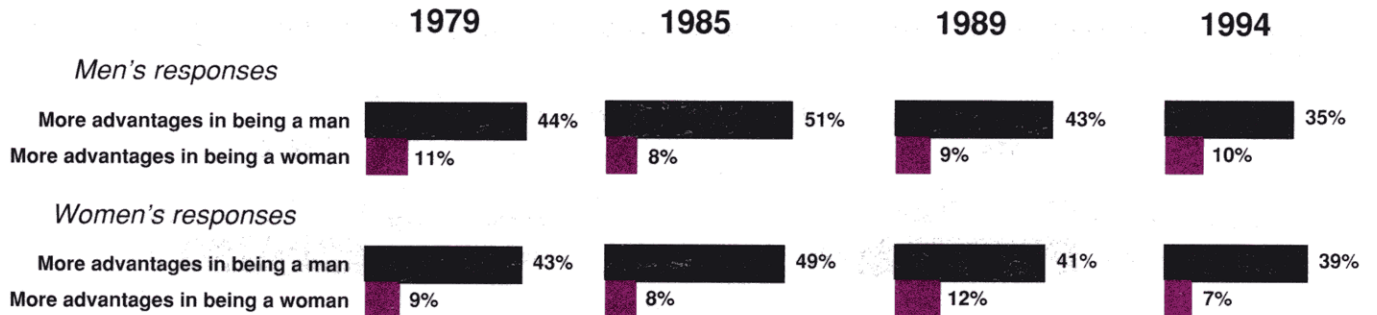
Question: If you were a man, would you have more pressure on you to succeed in your job, less pressure, or about the same as you have now?



Source: Survey by the Gallup Organization for USA Today, February 3-7, 1999.

Many More of Both Men and Women Say There Are More Advantages To Being a Man Than Being a Woman

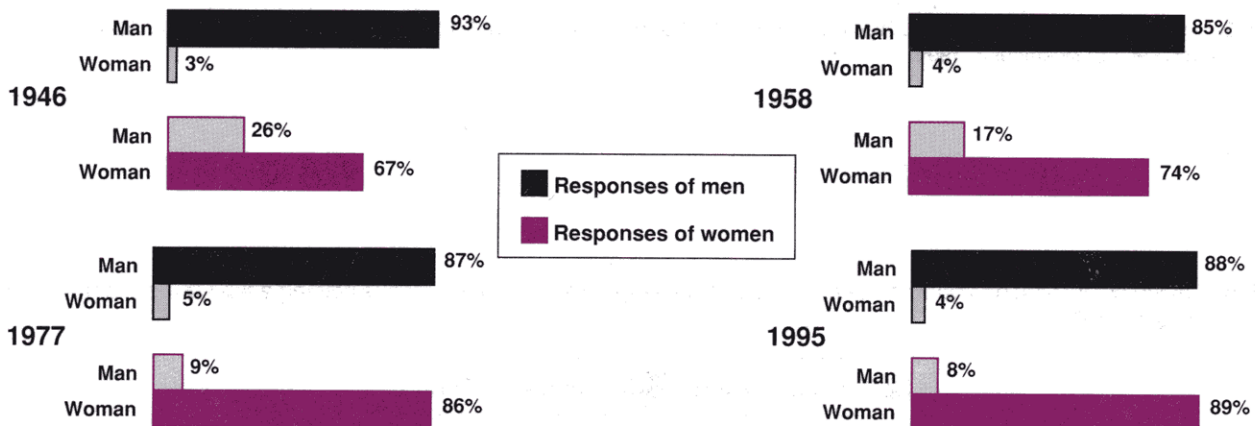
Question: All things considered, in our society today, do you think there are more advantages in being a man, or more advantages in being a woman, or that there are no more advantages in being one than the other?



Source: Surveys by the Roper Organization for Virginia Slims, October 6-12, 1979, March 1-30, 1985, July 22-August 12, 1989, and November 12-December 3, 1994.

A Half-Century Ago, Many More Women Said They Would Rather Have Been Born a Man, Than Men Said They Would Rather Have Been Born a Woman

Question: If you could be born over again would you rather be a man or a woman?



Source: Surveys by the Roper Organization for *Fortune Magazine*, April 12-30, 1946; the Gallup Organization, September 10-15, 1958, June 17-20, 1977; and the Gallup Organization for *CNN/USA Today*, September 14-17, 1995.

Still, Most Women Consider Their Personal Status Better Than Their Mothers' Was

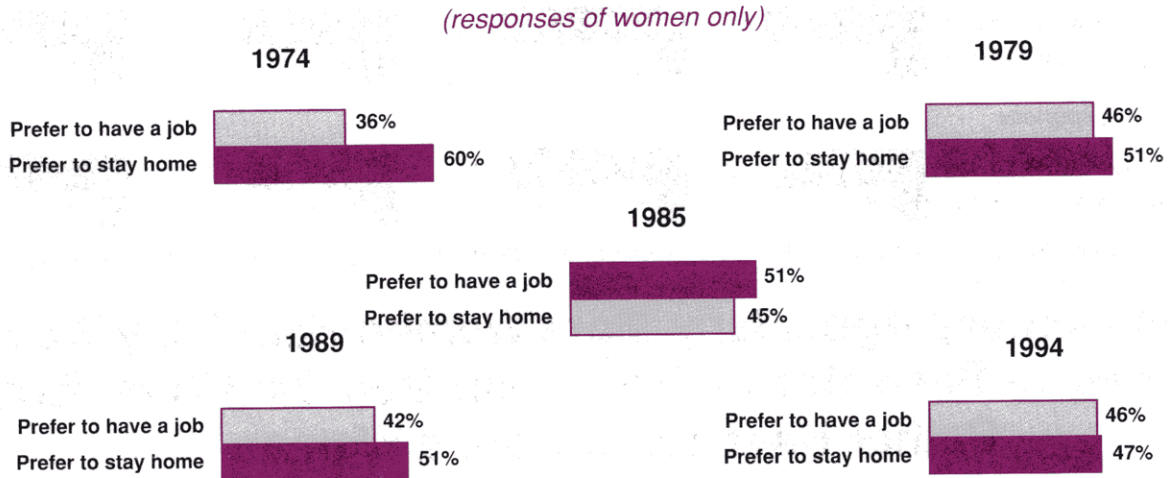
Question: Now I am going to read you a list of items, and for each one I would like you to compare your situation in life with your mother's situation on that item. Please tell me if your situation is better than your mother's situation, or if your situation is not as good as your mother's was...?

	Financial security	Opportunity to have a successful career	Personal fulfillment	Relationship with spouse	Relationship with children	Pressure to do it all
Situation better	70%	85%	72%	63%	54%	52%
Situation not as good	22	7	11	16	11	30
No difference	8	6	15	18	22	15

Source: Survey by the Gallup Organization for *USA Today*, February 3-7, 1999.

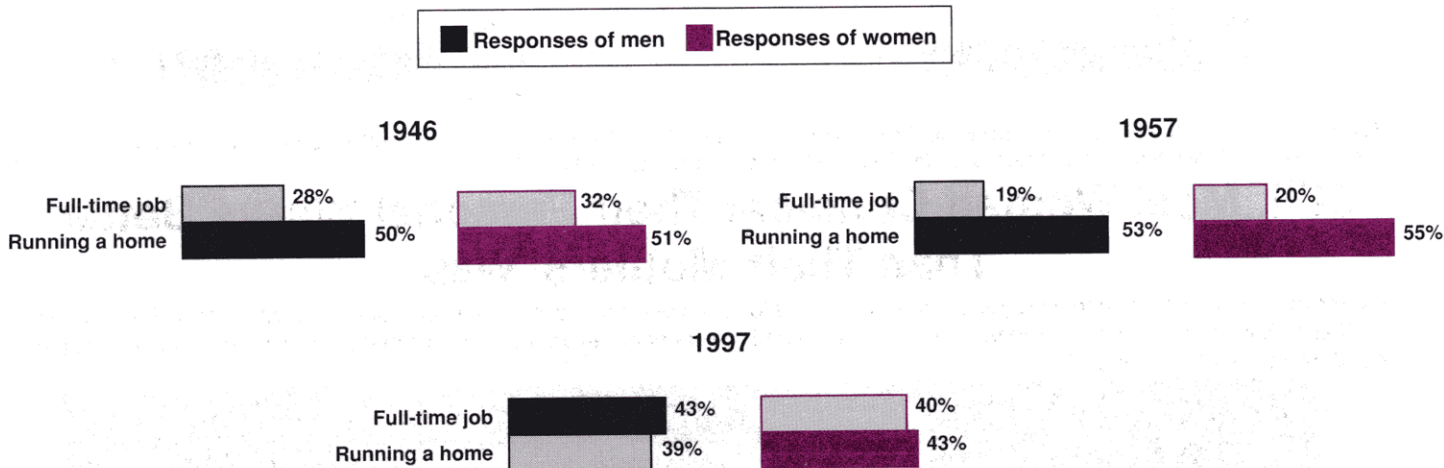
Women Are Now More Inclined To Favor Having a Job Outside The Home Than Were Their Counterparts A Quarter-Century Ago

Question: If you were free to do either, would you prefer to have a job outside the home, or would you prefer to stay home and take care of a house and family?



Source: Surveys by the Roper Organization for Virginia Slims, April-June 1974, October 6-20, 1979, March 1-30, 1985, July 22-August 12, 1989, and November 12-December 3, 1994.

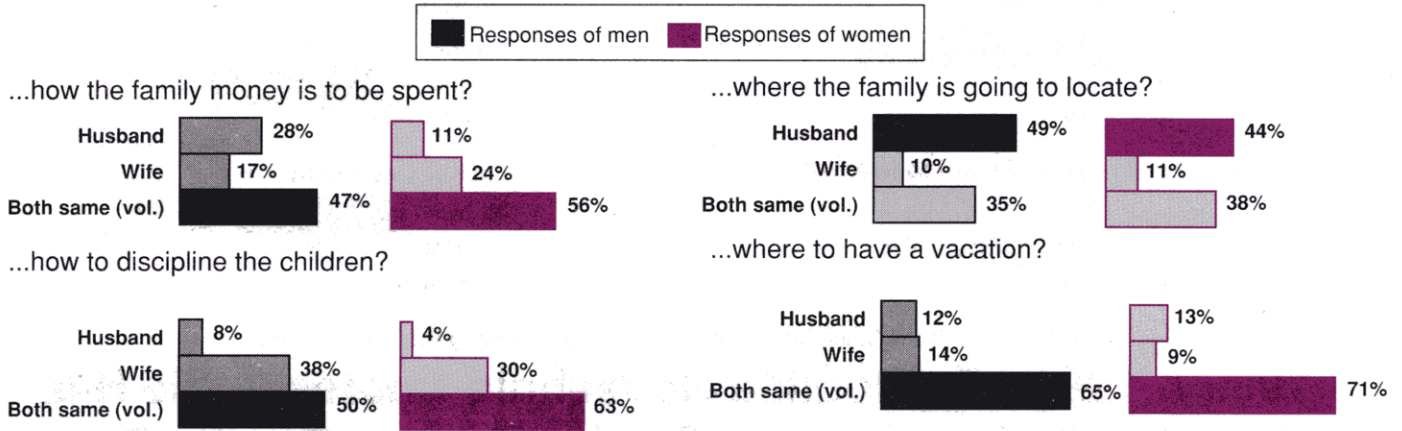
Question: On the whole who do you think has the more interesting time, the woman who is holding a full-time job, or the woman who is running a home?



Source: Surveys by the Roper Organization for *Fortune Magazine*, April 12-30, 1946; the Roper Organization, March 1957; and the Gallup Organization for *CNN/USA Today*, February 24-26, 1997.

1946: Both Men and Women Said Where the Family Would Locate Was More the Husband's Decision; How to Discipline the Children, More the Wife's

Question: Do you think... [the husband or the wife] should have the most say in deciding...

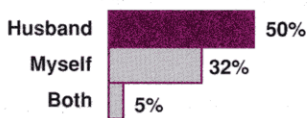


Source: Survey by the Roper Organization for *Fortune Magazine*, April 12-30, 1946.

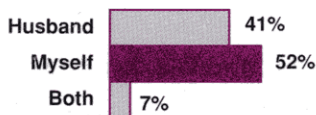
1962: Many More Married Women Said Their Husbands Played the Biggest Part in Major Purchases— But More Women Said They Paid the Household Bills

(responses of married women only)

Question: Who in your household is primarily responsible for handling your bank savings and your other investments?



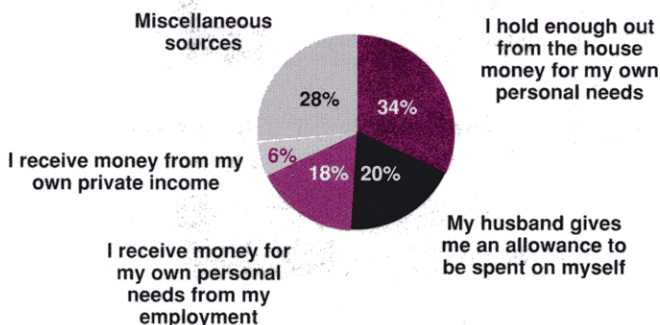
Question: Who pays the bills and takes chief responsibility for the way the family money is budgeted in your household?



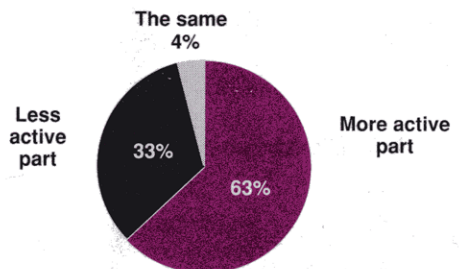
Question: Who has more to say about the big purchases—that is, a new house, automobile, or large appliances?



Question: Where do you get your own personal spending money?



Question: Does your husband take a more active part in running the house than your father did, or does your husband take a less active part?



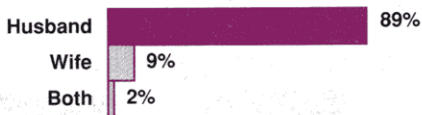
Source: Survey by the Gallup Organization for the *Saturday Evening Post*, June-July 1962.

1962: Women Said Their Husbands Decide Which Car To Buy; They, Which Church to Go To

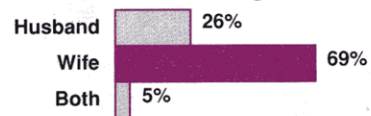
Question: Today in America, who, in your opinion, has the most to say about the following decisions—the husband or the wife?

(responses of married women only)

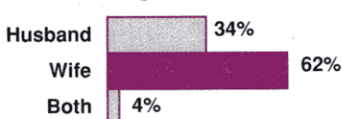
...which car to buy?



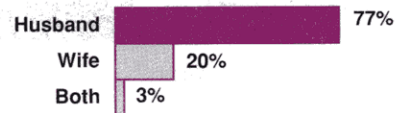
...which church to go to?



...what neighborhood to live in?



...what town to live in?

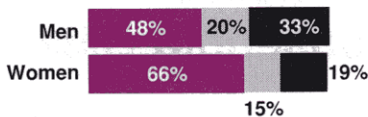


Source: Survey by the Gallup Organization for the *Saturday Evening Post*, June-July 1962.

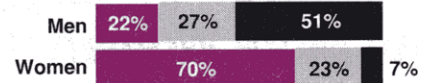
1989 & 1994: On Routine Household Chores, Little Has Changed; On Investments, Moving Toward Gender Parity

Question: As I read a list of common household chores, please tell me how much of each job you usually do yourself...?

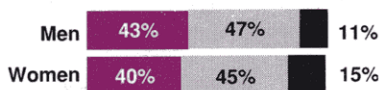
Paying bills



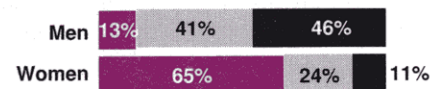
Cleaning the house



Making decisions about savings/
investments



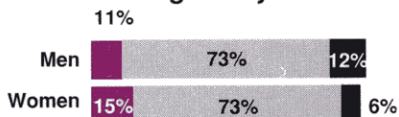
Caring for the children on a daily basis



Source: Survey by the Gallup Organization, December 18-21, 1989.

Question: ...For each [household chore], please tell me who in your household has the major responsibility for that task. Would you say you do nearly all of it, you do more of it than your husband/mate, that it's pretty evenly divided up between the two of you, or that your husband/mate does more of it than you do?...

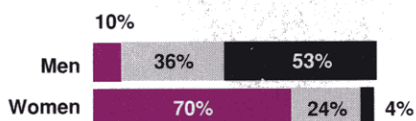
Planning family vacations



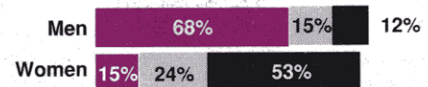
Making investment decisions



Routine housecleaning



Yardwork, including mowing
the lawn, raking leaves



Source: Survey by the Roper Organization for Virginia Slims, November 12-December 3, 1994.