

## APPENDIX

This table was generated just before this issue went to press; many thanks to Liana Sayer of the Center on Population, Gender & Social Inequality, Department of Sociology at the University of Maryland for generating it. It is directly relevant to two issues discussed in the conference and the *Afterword*.

First, a bit of background. The table uses education as a proxy for class, which is a common approach. All the data are for mothers aged 25—44: the key years of career advancement. During those crucial years:

The common claim that “only privileged women stay home” is inaccurate. This table confirms prior data that, in fact, *poor and working-class mothers are much more likely to be out of the labor force than are more affluent ones*. Thus, 43% of poor and 23% of working-class mothers are out of the labor force, whereas only 19% of more privileged mothers are. (Note that “welfare reform” appears not to have changed the historical pattern: how are these poor mothers feeding their children, given the low rate of marriage among the poor?)

A second equally common claim, also inaccurate, is that only privileged mothers work part-time. *In fact, one out of three working-class mothers works part-time*. The proportion of poor mothers working part-time is only slightly lower—28%. These data appear to confirm that proportional pay, benefits and advancement would significantly improve the lives of many nonprivileged women in two ways. It would end the artificially depressed compensation rates and lack of advancement of part-time workers, which would help mothers currently working part-time. It would also make it easier for mothers to join the labor force, by opening up reduced hours schedules for women (and men) who have to rely on family members for day care. (It would also, as noted in the text, make it far easier for “tag-team” families; the AFL-CIO’s *Ask A Working Woman* survey found that 51% of married women with children work a different shift from their

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husband.)<sup>1</sup>

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1. See AFL-CIO, *Ask a Working Woman Survey*, at <http://www.aflcio.org/women/survey1.htm> (last visited Jan. 18, 2001).

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Hours Last Year	Less Than High School	High School Diploma	Some College	College Graduate
No weekly work hours	43%	23%	19%	19%
34 or less weekly work hours	28%	33%	33%	36%
35 to 39 weekly work hours	4%	5%	5%	4%
40 to 49 weekly work hours	23%	34%	37%	33%
50 plus weekly work hours	2%	4%	5%	8%
Hours Last Week				
No weekly work hours	52%	33%	30%	28%
34 or less work hours	17%	21%	23%	24%
35 to 39 work hours	5%	7%	8%	6%
40 to 49 work hours	23%	33%	33%	32%
50 plus work hours	3%	6%	6%	10%
N	1912	4509	4115	3077
<i>Source: March 1999 Current Population Survey, All Mothers age 25 to 44<sup>2</sup></i>				

2. BUREAU OF LABOR STATISTICS & BUREAU OF THE CENSUS, CURRENT POPULATION SURVEY, 1999 ANNUAL DEMOGRAPHIC SURVEY, MARCH SUPPLEMENT (1999), available at <http://www.bls.census.gov/cps/ads/1999/sdata.htm>.

Table 2. Work Hours by Educational Attainment, Mothers Age 25 to 44, 1999				
<i>Overlapping Definition; Columns do not add to 100%</i>				
Hours Last Year	Less Than High School	High School Diploma	Some College	College Graduate
No weekly work hours	43%	23%	19%	19%
34 or less weekly work hours	13%	21%	22%	23%
39 or less weekly work hours	19%	27%	29%	29%
49 or less weekly work hours	54%	71%	75%	71%
Hours Last Week				
No weekly work hours	52%	33%	30%	28%
34 or less work hours	17%	21%	23%	24%
39 or less work hours	22%	28%	31%	30%
49 or less work hours	45%	61%	64%	63%
N	1912	4509	4115	3077
<i>Source: March 1999 Current Population Survey. All Mothers age 25 to 44<sup>3</sup></i>				

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3. *Id.*