Keeping Women in Business (and Family)

AALS Annual Meeting
San Diego, California
January 8, 2009

Professor Robin Fretwell Wilson
Washington and Lee University
School of Law
Where are the (Senior) Women?

Today Show, May 14, 2007
Where are the (Senior) Women?

Source: NALP, Partnership at Law Firms Elusive for Minority Women -- Overall, Women and Minorities Make Small Gains, 11/08/06
Opting Out of Work

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Women who graduated from college 1992-93</th>
<th>Men who graduated from college 1992-93</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>Yellow</td>
<td>Red</td>
</tr>
<tr>
<td>5%</td>
<td>Yellow</td>
<td>Red</td>
</tr>
<tr>
<td>10%</td>
<td>Yellow</td>
<td>Red</td>
</tr>
<tr>
<td>15%</td>
<td>Yellow</td>
<td>Red</td>
</tr>
<tr>
<td>20%</td>
<td>Yellow</td>
<td>Red</td>
</tr>
<tr>
<td>25%</td>
<td>Yellow</td>
<td>Red</td>
</tr>
</tbody>
</table>

- **Out of the work force a decade later**
- **Working part-time a decade later**

Source: "Behind the Pay Gap"
Opting Out of Work

- Mothers with graduate degrees: 22%
- Women with MBA's: 33%

- At home with children
- Don't work full time

Source: Neil Gilbert, What Do Women Really Want?
Women Attorneys Opt Out

Opting Out of Family
Married (?) Without Children
Senior Attorneys

Source: MIT Study, Women Lawyers and Obstacles to Leadership, 2007 Study
Married (?) Without Children MBAs

Married

Have children

Women

Men

71.7%
36.4%
91.2%
67.4%
Divorced or Separated

![Bar chart showing percentage of divorced or separated individuals by education level and gender.]

- College Grads: Female 11.3%, Male 6.3%
- JDs: Female 10.1%, Male 7.0%
- MBAs: Female 12.1%, Male 5.0%
- MDs: Female 9.0%, Male 5.1%
Never Married
How Did We Get Here?
Stay-At-Home Spouses
Lengthening Partnership Tracks

Staggering Sums of Money
Starting Salaries

Source: http://www.nalp.org/press/details.php?id=37, Judith Collins, Author and Director of Research
Staggering Sums of Money
Eight Years In

Source: http://www.nalp.org/press/details.php?id=37, Judith Collins, Author and Director of Research
Grinding Work Schedules

- 1,000 - 1,999 HOURS: 26.1%
- 2,000 - 2,099 HOURS: 29.7%
- 2,100-2,199 HOURS: 20.7%
- 2,200 OR MORE HOURS: 23.5%
Fertility in Women Over 30

Source: Pregnancy-info.net; http://www.pregnancy-info.net/age_and_fertility.html
Infertility in Men

Source: Forbes.com; Men's and Women's Fertility Facts -- Explained, by Allison Van Dusen
Thoughts?