HANDOUT 2.3.1

CHANGING LIVES OF WOMEN CHARTS

Part 1- United States

Changing Lives of Women-US			
Factors	**Pre-1945**	**Late 1960's-1970's**	**Today**
Birthrate			
Social Norms			
Child Care Support			
Government Policies (Parental Leave)			
Women in the Workforce/ Job Opportunities			

Part 2- Germany

Changing Lives of Women-GERMANY			
Factors	**Pre-1945**	**Late 1960's-1970's**	**Today**
Birthrate			
Social Norms			
Child Care Support			
Government Policies (Parental Leave)			
Women in the Workforce/ Job Opportunities			

Part 3- Suggested Answers and Resources

Changing Lives of Women-US			
Factors	**Pre-1945**	**Late 1960's-1970's**	**Today**
Birthrate	20 births for every 1,000 people/3 children per woman	17 births for every 1,000 people/ 2 children per woman	13.5 births for every 1,000 people/ 1-2 children per woman
Social Norms	Women work at home, or for the war effort	Women employed outside the home- work in gendered jobs, e.g., secretary, nurse, teacher	Women are more likely to go into previously male dominated fields
Child Care Support	Most women stay at home with children	30% of children are enrolled in child care centers[2]; Child care centers doubled from 25,000 in 1977[3]	Child care is a major expense for American families. ½ of working families with children under 13 pay almost $1 out of every $10 they earn for that care.[4]
Government Policies (Parental Leave)	Little maternity leave, few women return to work	In the early 1970s, only 25% of women were working [6] months after childbirth. Only 1/3 had leave time.[5]	Varies among employers. Typically the mother may receive 12 weeks of unpaid maternity leave once the child is born.
Women in the Workforce/ Job Opportunities			Wage gap between women and men

Changing Lives of Women-GERMANY			
Factors	**Pre-1945**	**Late 1960's-1970's**	**Post-Unification (Today)**
Birthrate			1.3 children per woman
Social Norms	Kinder, Küche, Kirche (Children, Kitchen, Church) – traditionally defined role of women in German society	**West:** many women retained their roles as homemakers **East:** women were encouraged by the government to join the workforce	• social pressure to be a stay at home mother, e.g., *Rabenmutter* – mothers labeled as ravens – a woman who flies away from home and hearth, neglecting her children. • social pressure to continue career
Child Care Support	mothers expected to stay home and raise next generation	**West:** most women retained their roles as homemakers **East:** building and supporting a strong, high-capacity day care network across their part of the country	• most schools end at 1:30pm[6] • weak day care system (fewer than 10% of slots are for children under 3)[7] • government is promoting higher capacity day care slots • Eastern part of Germany still has a stronger day care system.[8] • increasing number of full day schools
Government Policies (Parental Leave)	Nazi leaders discouraged women from working outside the home by creating financial incentives and health care benefits for staying home, deflating the feminist cause	**East:** to boost productivity, the government encouraged women to work outside the home	• women – 3 yrs maternity leave[9] • No guarantee that a woman returning to work after three year maternity leave will get as desirable a position • providing "parents' money" for women to stay home with their newborns for a year. After the mother returns to work, the father can stay home for another two months and continue to receive the monthly benefit[10]
Women in the Workforce/ Job Opportunities	women were expected to stay at home	**West:** women were expected to stay at home **East:** women were encouraged to work outside the home	• wage gap between women and men[11] • glass ceiling • 24% senior management[12] • 41% middle management[13] • 50% university graduates[14] but 10% tenured professors • paid 23% less than men[15] • one-third of all employed women work part time[16] • 60% increase of self-employed women • 9.2% of professional military[17]

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Endnotes

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