



WHY PROMOTE HEALTHY MARRIAGES?

Benefits of Marriage

In general, married people are better workers;¹ married men are more dependable, have less absenteeism and change jobs less often than single men. Married men generally make from 10-40% higher salaries than similarly situated singles.² Married people generally are healthier, wealthier, happier and live longer than singles.³ Marriage reduces drug and alcohol usage.⁴ Marriage reduces depression and other mental health problems.⁵ Married women suffer less domestic violence than single women.⁶ Married people with children have fewer distractions than single parents because: (a) there are two people to share child care responsibilities⁷ and (b) children raised by their own

¹Maggie Gallagher, *Why Supporting Marriage Makes Business Sense* 1 (Corporate Resource Council 2002).

²*Id.* at 2; Linda J. Waite & Maggie Gallagher, THE CASE FOR MARRIAGE: WHY MARRIED PEOPLE ARE HAPPIER, HEALTHIER, AND BETTER OFF FINANCIALLY 99-103 (2000); Kathryn Shaw, *The Quit Propensity of Married Men*, 5 *Journal of Labor Economics* 533, 534 (1987).

³Waite & Gallagher; Gallagher at 1,3; Catherine E. Ross, et al., *The Impact of the Family on Health: Decade in Review*, 52 *Journal of Marriage and the Family* 1059, 1063 (1990).

⁴Gallagher at 2 (citing Carol Miller-Tutzauer, et al., *Marriage and Alcohol Use: A Longitudinal Study of Maturing Out*, 52 *Journal of Studies on Alcohol* No. 5, 434 (1991); Jerald G. Bachman, et al., SMOKING, DRINKING AND DRUG USE IN YOUNG ADULTHOOD 120-22, 141-43 (1997)).

⁵Gallagher at 4 (citing Allan V. Horwitz, et al., *Becoming Married and Mental Health: A Longitudinal Study of a Cohort of Young Adults*, 58 *Journal of Marriage and the Family* 895, 900 (1996); Waite & Gallagher at 72; Linda J. Waite & Mary Elizabeth Hughes, *At Risk on the Cusp of Old Age: Living Arrangements and Functional Status Among Black, White, and Hispanic Adults*, 54B *Journal of Gerontology* No. 3, S136, S143 (1999); Nadine F. Marks & James D. Lambert, *Marital Status Continuity and Change Among Young and Midlife Adults: Longitudinal Effects on Psychological Well-Being*, 19 *Journal of Family Issues* 652, 672-74 (1998)).

⁶Gallagher at 5 (citing Ronet Bachman & Linda E. Saltaman, *Violence Against Women: Estimates from the Redesigned Survey*, National Crime Victimization Survey Special Report, U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics at 3-4, Table 4, NCJ 154348 (Aug. 1995); Lawrence Sherman, et al., POLICING DOMESTIC VIOLENCE: EXPERIMENTS AND DILEMMAS 4, ch. 7 (1992)); Patrick F. Fagan & Kirk A. Johnson, Ph.D., *Marriage: The Safest Place for Women and Children*, The Heritage Foundation Backgrounder No. 1535 (April 10, 2002).

⁷Gallagher at 2; Waite & Gallagher at 127.

married parents are less likely to experiment with drugs, alcohol or sex,⁸ are physically and mentally more healthy,⁹ are more likely to obtain a good education and have a successful career¹⁰ and are more likely to do better over all.¹¹

Divorce and Single Parenthood

Divorce disrupts workplace productivity for as much as three years.¹² Divorce lowers men's productivity and wages.¹³ Divorced men and women face increased mental and physical health problems, including disability.¹⁴ Divorced and single women and men are 4-5 times as likely to be the victim of a violent crime as married people.¹⁵ Women separated from their husbands are 25

⁸Gallagher at 6 (*citing* Robert L. Flewelling & Karl E. Bauman, *Family Structure as a Predictor of Initial Substance Use and Sexual Intercourse in Early Adolescence*, 52 *Journal of Marriage and the Family* 171, 175 & Table 2 (1990)); Waite & Gallagher at 136 (*citing* Paul R. Amato & Alan Booth, *A GENERATION AT RISK: GROWING UP IN AN AGE OF FAMILY UPHEAVAL* 219-224 (1997)).

⁹Gallagher at 5-6 (*citing* Ollie Lundberg, *The Impact of childhood Living Conditions on Illness and Mortality in Adulthood*, 36 *Social Science and Medicine* 1047 (1993); Andrew Cherlin, et al., *Effects of Parental Divorce on Mental Health Throughout the Life Course*, 63 *American Sociological Review* 239 (1998); Ronald L. Simons, et al., *Explaining the Higher Incidence of Adjustment Problems of Children of Divorce*, 61 *Journal of Marriage and the Family* 1020, 1028 (Nov. 1999)).

¹⁰Gallagher at 2 (*citing* Paul R. Amato & Alan Booth, *A GENERATION AT RISK: GROWING UP IN AN AGE OF FAMILY UPHEAVAL* 219-224 (1997); Timothy J. Biblarz & Greg Gottainer, *Family Structure and Children's Success: A Comparison of Widowed and Divorced Single-Mother Families*, 62 *Journal of Marriage and the Family* No. 2, 533, 534 (May 2000); Susan S. Lang, *Children from Divorced Families Less Likely to Attend Selective Colleges*, 24 *Human Ecology* No. 3, 2 (1996)); Waite & Gallagher at 133.

¹¹Gallagher at 5.

¹²Gallagher at 2 (personal interview with owner of chain of family fun centers).

¹³Gallagher at 2 (*citing* Jeffrey S. Gray, *The Fall in Men's Return to marriage*, 32 *Journal of Human Resources* 481, 488 (1997)); Waite & Gallagher at 100 (*citing* studies).

¹⁴Gallagher at 4 (*citing* Amy Mehraban Pienta, et. al., *Health Consequences of Marriage for the Retirement Years*, 21 *Journal of Family Issues* No. 5, 559, 570-73 & Table 2, 579 (2000); Arne Mastekaasa, *The Subjective Well-Being of the Previously Married: The Importance of Unmarried Cohabitation and Time Since Widowhood or Divorce*, 73 *Social Forces* 665 (1994); Nadine F. Marks & James D. Lambert, *Marital Status Continuity and Change Among Young and Midlife Adults: Longitudinal Effects on Psychological Well-Being*, 19 *Journal of Family Issues* 652, 672-674 (1998)).

¹⁵Gallagher at 4 (*citing* U.S. Department of Justice, *Criminal Victimization in United States, 1999 Statistical Tables, National Crime Victimization Survey*, Table 12, Office of Justice Programs,

times more likely to be victims of domestic violence than married women living with their husbands¹⁶ (domestic violence costs Corporate America from \$3-5 billion per year).¹⁷ Divorce and single parenthood result in higher rates of crime,¹⁸ drug abuse,¹⁹ education failure,²⁰ chronic illness,²¹ child abuse,²² domestic violence²³ and poverty.²⁴ Divorce and single parenthood result in increased taxpayer expenditures for welfare, food stamps, Medicaid, Medicare, remedial and special education, day-care subsidies, child support collection costs, foster care, child protection services, prisons and police services.²⁵ Divorce during childhood or adolescence has a negative impact through the child's

Bureau of Justice Statistics, NCJ 184938 (Jan. 2001)).

¹⁶Gallagher at 5 (citing Ronet Bachman and Linda E. Saltaman, *Violence Against Women: Estimates from the Redesigned Survey, National Crime Victimization Survey Special Report*, U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics at 3-4, Table 4, NCJ 154348 (Aug. 1995)).

¹⁷“The Bureau of National Affairs estimates that domestic violence costs businesses \$3 billion to \$5 billion annually in health and workers’ compensation costs and in lost workdays.” Beth McConnell, *Bill Would Guarantee Abused Workers’ Rights*, 20 HR News No. 10 at 1 (Oct. 2001).

¹⁸Gallagher at 4-5 (citing “Criminal Victimization in United States, 1999 Statistical Tables,” *National Crime Victimization Survey*, Table 12, U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, NCJ 184938 (Jan. 2001); Cynthia Harper & Sara McLanahan, *Father Absence and Youth Incarceration*, at 25, paper presented at the annual meeting of the American Sociological Association, San Francisco (Aug. 1998); Ross L. Matsueda & Karen Heimer, *Race, Family Structure and Delinquency: A Test of Differential Association and Social Control Theories*, 52 *American Sociological Review* 826, 831, 833-835 (1987)).

¹⁹See *supra* note 8.

²⁰See *supra* note 10.

²¹See *supra* note 9; Gallagher at 5 (citing Jane Mauldon, *The Effects of Marital Disruption on Children’s Health*, 27 *Demography* 431, 444 (1990); Ronald Angel and Jacqueline Worobey, *Single Motherhood and Children’s Health*, 29 *Journal of Health and Social Behavior* 38, 48-49 (1988)).

²²Gallagher at 6 (citing Martin Daly and Margo Wilson, *Child Abuse and Other Risks of Not living with Both Parents*, 6 *Ethology and Sociobiology* 197, 205 & Figure 1 (1985); Leslie Margolin, *Child Abuse by Mothers’ Boyfriends: Why the Overrepresentation?*, 16 *Child Abuse & Neglect* 541, 546 (1992); Martin Daly and Margo Wilson, *Evolutionary Psychology and Marital Conflict: The Relevance of Stepchildren*, in *SEX, POWER, CONFLICT: EVOLUTIONARY AND FEMINIST PERSPECTIVES* 9-28 (David M Buss & Neil M Malamuth, eds. 1996)).

²³See *supra* note 6.

²⁴Waite & Gallagher at 118-19, 121-22 (citing studies).

²⁵Gallagher at 3 (citing *The Marriage Movement: A Statement of Principles*, Institute for American Values (2000), available at www.marriagemovement.org).

20's or 30's.²⁶ Divorce is responsible for two thirds of the increase in teen suicide over the past 50 years.²⁷ A preschooler living with a stepfather is 40 times more likely to be abused than one living with both biological parents.²⁸ Boyfriends commit 50% of all reported child abuse by non-parents.²⁹ Boys raised in single-parent homes are twice as likely to be incarcerated by age 30.³⁰

Cohabitation

The median length of a domestic partnership in the U.S. is 1.3 years, with most cohabitators breaking up or marrying within 2 years.³¹ Break-ups of cohabiting couples can be as disruptive to workplace productivity as divorce.³² Couples that cohabit prior to marriage are more likely to divorce than those who do not cohabit.³³ Cohabitation increases the risk that a young woman will become a single mother.³⁴ Cohabitators' health status is more similar to that of singles than to that of

²⁶See *supra* note 9, Andrew Cherlin, et al. at 239.

²⁷Gallagher at 6 (*citing* David M. Cutler, Edward L. Glaeser, and Karen Norberg, *Explaining the Rise in Youth Suicide*, Working Paper 7713 at 32, Cambridge, MA: National Bureau of Economic Research (May 2000)).

²⁸Gallagher at 6 (*citing* Martin Daly and Margo Wilson, *Child Abuse and Other Risks of Not living with Both Parents*, 6 *Ethology and Sociobiology* 197, 205 & Figure 1 (1985)).

²⁹Gallagher at 6 (*citing* Leslie Margolin, *Child Abuse by Mothers' Boyfriends: Why the Overrepresentation?*, 16 *Child Abuse & Neglect* 541, 546 (1992)).

³⁰Gallagher at 4 (*citing* Cynthia Harper & Sara McLanahan, *Father Absence and Youth Incarceration*, at 25, paper presented at the annual meeting of the American Sociological Association, San Francisco (Aug. 1998)).

³¹Gallagher at 6 (*citing* Larry L. Bumpass & James A. Sweet, *National Estimates of Cohabitation*, 26 *Demography* No. 4, 615, 620-21 & Table 4 (Nov. 1989)); Waite & Gallagher at 38.

³²*Cf.* David Popenoe & Barbara Dafoe Whitehead, *Should We Live Together: What Young Adults Need to Know About Cohabitation before Marriage* at 8 (2002), available at marriage.rutgers.edu/swlt2.pdf (discussing difficulties for children in cohabitation break up).

³³*Id.* at 4-6; Gallagher at 8 (*citing* Pamela J. Smock, *Cohabitation in the United States: An Appraisal of Research Themes, Findings and Implications*, 26 *Annual Review of Sociology* 1, 6 (2000); William G. Axinn & Jennifer S. Barber, *Living Arrangements and Family Formation Attitudes in Early Adulthood*, 59 *Journal of Marriage and the Family* No. 3, 595, 604-605 (1997); Paul R. Amato & Stacy J. Rogers, *Do Attitudes Towards Divorce Affect Marital Quality?* 20 *Journal of Family Issues* No. 1, 69, 70, 84-85 (January 1999)).

³⁴Gallagher at 8 (*citing* Haishan Fu, et. al., *Contraceptive Failure Rates: New Estimates from the 1995 National Survey of Family Growth*, 31 *Family Planning Perspectives* No. 2, 56, Table 3 (1999) (31 percent of cohabiting women under age 20 who use a contraceptive method get pregnant within the first 12 months); Amara Bachu, *Trends in Marital Status of U.S. Women at First Birth: 1930 to 1994*, Population Division Working Paper Number 20 at 3, Table 1, Figure 1, U.S. Bureau of the Census (March 1998)).

married people.³⁵ Cohabitation does not reduce illegal drug use.³⁶ Cohabitation results in only about one half the reduction in alcohol consumption as marriage.³⁷ Cohabitors are not as happy as married people.³⁸ Cohabiting women are at special risk for domestic violence.³⁹ Children of cohabiting parents have a lower standard of living and more emotional problems compared to children in intact marriages.⁴⁰

Domestic Partner Benefits

As of fall 2001, less than 1,200 U.S. employers had chosen to offer domestic partner benefits without being subject to local laws requiring such benefits.⁴¹ Offering domestic partner benefits undermines marriage by demonstrating that the employer considers cohabitation relationships as equal to marital relationships. Offering domestic partner benefits undermines the message that marriage, a lifelong legal and public commitment joining mothers and fathers into one family unit, is the most socially responsible context for bearing and raising children. Treating domestic

³⁵Gallagher at 7 (citing Amy Mehraban Pienta, *et. al.*, *Health Consequences of Marriage for the Retirement Years*, 21 *Journal of Family Issues* No. 5, 559 Table 2 (2000); Susan L. Brown, *The Effect of Union Type on Psychological Well-being: Depression Among Cohabitors Versus Marrieds*, 41 *Journal of Health and Social Behavior* 241, Table 2 (2000)).

³⁶Gallagher at 7 (citing Jerald G. Bachman *et.al.*, *SMOKING, DRINKING, AND DRUG USE IN YOUNG ADULTHOOD* 89-92 (1997)).

³⁷*Id.*

³⁸Gallagher at 7 (citing Steven Stack and J. Ross Eshleman, *Marital Status and Happiness: A 17-Nation Study*, 60 *Journal of Marriage and the Family* 527, 534 (1998); Arne Mastekaasa, *The Subjective Well-Being of the Previously Married: The Importance of Unmarried Cohabitation and Time Since Widowhood or Divorce*, 73 *Social Forces* 665, 682 (1994)).

³⁹Gallagher at 7 (citing Margo I. Wilson and Martin Daly, *Who Kills Whom in Spouse Killings: On the Exceptional Sex Ratio of Spousal Homicides in the United States*, 30 *Criminology* 189, 199 & Table 7 (1992); Waite & Gallagher at 155-56; Jan E. Stets, *Cohabiting and Marital Aggression: The Role of Social Isolation*, 53 *Journal of Marriage and the Family* 669, 677 (1991); Nicky Ali Jackson, *Observational Experiences of Intrapersonal conflict and Teenage Victimization: A Comparative Study among Spouses and Cohabitors*, 11 *Journal of Family Violence* 191, 200 (1996)).

⁴⁰Gallagher at 7 (citing Lingxin Hao, *Family Structures, Private Transfers, and the Economic Well-Being of Families with Children*, 75 *Social Forces* 269, 279 (1996). Lingxin Hao, *Family Structure, Parental Input, and Child Development*, Figure 1, paper presented at the annual meeting of the Population Association of America, Washington D.C. (March 1997)).

⁴¹Glen Lavy, *Behind the Rhetoric: The Social Goals of GLBT Advocacy in Corporate America* at 5 (Corporate Resource Council 2002) (citing Human Rights Campaign, *The State of the Workplace 2001* at 18-19, available at www.hrc.org/worknet/publications/state_workplace/2001/sow2001.pdf).

partnerships as equal to marriage encourages people to cohabit rather than marry.⁴² Treating domestic partnerships as equal to marriage increases the likelihood of single motherhood.⁴³ According to the Census 2000, nearly 9 out of 10 domestic partnerships involve opposite-sex couples, which means that most domestic partners could marry if they were willing to accept legal responsibility for each other.⁴⁴ Few same-sex couples want, need or, when given the opportunity, choose to accept domestic partner benefits—of 1,330,000 GM employees in 2001, only 166 chose to take advantage of benefits for a same-sex partner.⁴⁵ As of fall 2001, 3,087 of the companies providing domestic partner benefits were on the registries of cities like San Francisco, Los Angeles and Seattle that require all employers with city contracts to treat domestic partnerships as the equivalent of marriage.⁴⁶ The ultimate goal of many domestic partner benefits advocates is social change, the elimination of sexual mores.⁴⁷

Additional brochures addressing how to promote healthy marriages, as well as answers to common objections, are available at www.corporateresourcecouncil.org. For more information call (480) 444-0030, or e-mail contact@corporateresourcecouncil.org.

⁴²Gallagher at 8.

⁴³*See supra* note 34.

⁴⁴*Households and Families: 2000, Census 2000 Brief* at 1, 7 and Table 2, www.census.gov/prod/2001pubs/c2kbr01-8.pdf (of 105.5 million U.S. households in 2000, there were 5.5 million unmarried-partner households, “of which 4.9 million consisted of partners of the opposite sex”).

⁴⁵Gallagher at 9 (original research).

⁴⁶*See supra* note 41.

⁴⁷Lavy at 1-6 (*citing, e.g.*, David Thorstad, *Man/Boy Love and the American Gay Movement*, in *Male Intergenerational Intimacy: Historical, Socio-Psychological, and Legal Perspectives*, 20 *Journal of Homosexuality* Nos. 1 & 2, 255 (1990); Paula Ettelbrick, *Since When Is Marriage a Path to Liberation?*, in W.B.Rubenstein, ed., *LESBIANS, GAY MEN & THE LAW* 401 (1993); Pat Califia, *PUBLIC SEX: THE CULTURE OF RADICAL SEX* (1994).