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- Cohabiting women are at special risk for domestic violence
 - Children of cohabiting parents have a lower standard of living and more emotional problems compared to children in intact marriages

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

- 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 partnerships as equal to marriage encourages people to cohabit rather than marry
- Treating domestic partnerships as equal to marriage increases the likelihood of single motherhood

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- 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
 - 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
 - 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
 - The ultimate goal of many domestic partner benefits advocates is social change, the elimination of sexual mores

Documentation for these facts and 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.



WHY PROMOTE HEALTHY MARRIAGES?

*For the Well-being of the Company
and the Health, Wealth and
Happiness of Employees*

Benefits of Marriage

In general, married people are better workers; 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
- Married people generally are healthier, wealthier, happier and live longer than singles
- Marriage reduces drug and alcohol usage
- Marriage reduces depression and other mental health problems
- Married women suffer less domestic violence than single women
- Married people with children have fewer distractions than single parents because:
 - there are two people to share child care responsibilities and
 - children raised by their own married parents are:
 - less likely to experiment with drugs, alcohol or sex
 - physically and mentally more healthy
 - more likely to obtain a good education and have a successful career and
 - more likely to do better over all

Divorce and Single Parenthood

Divorce disrupts workplace productivity for as much as three years

- Divorce lowers men's productivity and wages
- Divorced men and women face increased mental and physical health problems, including disability
- Divorced and single women and men are 4-5 times as likely to be the victim of a violent crime as married people
- Women separated from their husbands are 25 times more likely to be victims of domestic violence than married women living with their husbands (domestic violence costs Corporate America from \$3-5 billion per year)
- Divorce and single parenthood result in higher rates of crime, drug abuse, education failure, chronic illness, child abuse, domestic violence and poverty
- 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
- Divorce during childhood or adolescence has a negative impact through the child's 20's or 30's

- Divorce is responsible for two thirds of the increase in teen suicide over the past 50 years
- A preschooler living with a stepfather is 40 times more likely to be abused than one living with both biological parents
- Boyfriends commit 50% of all reported child abuse by non-parents
- Boys raised in single-parent homes are twice as likely to be incarcerated by age 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. Break-ups of cohabiting couples can be as disruptive to workplace productivity as divorce

- Couples that cohabit prior to marriage are more likely to divorce than those who do not cohabit
 - Cohabitation increases the risk that a young woman will become a single mother
 - Cohabitators' health status is more similar to that of singles than to that of married people
 - Cohabitation does not reduce illegal drug use
 - Cohabitation results in only about one half the reduction in alcohol consumption as marriage
 - Cohabitators are not as happy as married people
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