



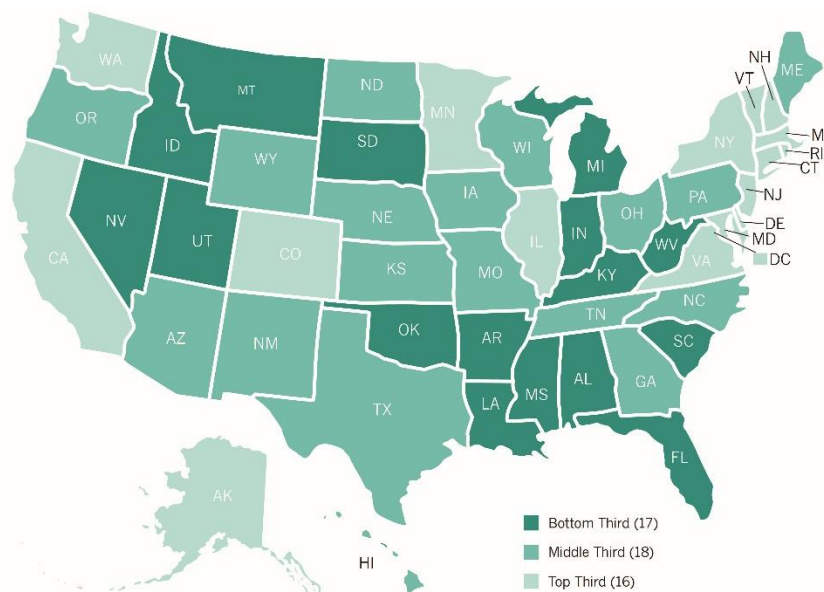
EMPLOYMENT & EARNINGS

TOP LINE NATIONAL FINDINGS

- In nearly half of all states and the District of Columbia, **women’s economic status has either worsened or remained unchanged in the last decade.**
- If progress continues at the current rate, **the gap between women’s and men’s wages in the United States will not close until 2058.** Florida is projected to be the first state in the nation where women’s earnings will equal men’s, but not until the year 2038. In five states—West Virginia (2101), Utah (2102), Louisiana (2106), North Dakota (2104), and Wyoming (2159)—women’s earnings are not expected to equal men’s until the next century.
 - At the current rate, not even Millennial women will see wage equality during their working lives. In some states, a woman born today will not see wage equality in her lifetime.
- **A typical work woman loses \$530,000 over her lifetime due to the wage gap.** The losses are greater for women with higher levels of education. By the time a college-educated working woman turns 59, she will have lost almost \$800,000.

BEST AND WORST STATES ON WOMEN'S EMPLOYMENT AND EARNINGS

	Rank	Grade		Rank	Grade
District of Columbia	1	A	West Virginia	51	F
Maryland	2	B+	Idaho	50	F
Massachusetts	3	B+	Louisiana	49	F
New Jersey	4	B	Mississippi	48	F
Connecticut	5	B	Arkansas	47	F



NOTABLE ISSUE-SPECIFIC FINDINGS

Age

- Older women
 - Women over 65 have a **wider pay gap** – they make just 72.5 cents for every dollar a man makes (compared with 78 cents overall).
 - Four in ten older women work in **low-paying** service or administrative support occupations, which typically have low wages, compared with one in five older men.
- Millennials (age 16 – 34)
 - Younger women have a **smaller pay gap**, making 85.7 cents compared with men of the same age. **There is one state—New York—where young women out-earn young men**, making \$1.02 to men's \$1.
 - As with older women, Millennial women are **much more likely** than their male counterparts to work in service occupations.

Race/Ethnicity

- Women's earnings differ considerably by race and ethnicity. **Hispanic women have the lowest median annual earnings at \$28,000**, well below the earnings for all women (\$38,000) and significantly below the earnings for white men (\$52,000). In fact, Hispanic women make just 53.8 cents for every dollar a white man makes.
- Even within race and ethnic groups, significant differences exist.
 - Among Asian and Pacific Islander women, Indian women's median annual earnings are the highest at \$60,879. **This is more than twice the median earnings of the lowest earning Asian and Pacific Islander group**, the Hmong, who make \$30,000 a year.
 - Among Hispanic women, women of Argentinian descent have the highest median annual earnings at \$40,804, while women of Honduran descent have the lowest earnings at \$22,784.
 - Among Native American women, median annual earnings are highest among the Chickasaw (\$42,000), and lowest among the Sioux (\$28,410).

Education

- At all but one educational level, women earn the same as or less than men with lower educational qualifications. A woman with a bachelor's degree has the same annual earnings—\$50,000—as a man with an associate's degree. **A woman with a graduate degree has median annual earnings of \$65,000, which is less than the median annual earnings of a man with a bachelor's degree (\$70,000).**
- **The gap in earnings is actually widest for those with the highest levels of educational attainment:** Women with a bachelor's degree earn 71.4 percent of what their male counterparts earn, while women with a graduate degree earn only 69.1 percent of what comparable men earn.
- These data indicate that **women need more educational qualifications than men do to secure jobs that pay well.**

Immigrant Status

- Median annual earnings for immigrant women are \$32,000, which is **much less** than the earnings for women born in the United States (\$39,000).
- Earnings **vary significantly** across immigrant populations. Among the largest immigrant populations in the United States, immigrant women from India have the highest median earnings (\$65,000) while immigrant women from Mexico have the lowest (\$22,000).

- Immigrant women are **much more likely to work in service-sector** jobs than U.S.-born women (32.5 percent vs. 19.9 percent).

Union Status

- Women in unions earn 88.7 cents on the dollar compared with their male counterparts **—over 10 cents more than the average for all working women.**
- **Hispanic women benefit the most** from union representation among men and women of any racial or ethnic group. Their earnings are 42.1 percent higher than Hispanic women not in unions.

Occupation

- **Government is the best paying sector for women** with median earnings of \$45,000.
- **The gender earnings ratio is widest** in finance, insurance and real estate and **narrowest** in mining and construction.
- In occupations that are expected to see high growth in the coming years, **women are overrepresented in low-wage service-related occupations and underrepresented in high-wage STEM occupations.**
 - Women are 56.4 percent of workers in service occupations—which include personal care aides, home health aides, nursing assistants, cooks, and food service staff—where median annual earnings for women are \$23,000.
 - Women are 28.8 percent of workers in Science, Technology, Engineering, and Math (STEM) fields, where median annual earnings for women are \$64,000.

KEY STATE-LEVEL FINDINGS

- The best place for women’s employment and earnings is the District of Columbia, the worst state is West Virginia.
- **Southern women are worse off than women in other states.** Six of the bottom 10 states for women’s employment & earnings are in the South.
- **New York has the smallest pay gap** (87.6 percent) while Louisiana has the largest (66.7 percent).
- Since 1999, North Dakota has seen the biggest increase in women’s earnings while Idaho has seen the biggest decrease.
- If you are a woman living in Wyoming, you will have to wait 144 years—until 2159—to see the wage gap close in your state, compared with the national average of 2058.
- **Louisiana, West Virginia, and Utah have the highest proportions of women among the state’s low-wage workers.**
- Women are **most likely to work in STEM occupations in the District of Columbia, Maryland, and Massachusetts**, which are also the three states with the highest median annual earnings for women.

BEST AND WORST STATES ON KEY INDICATORS

Median Annual Earnings			
	Rank		Rank
District of Columbia	1	South Dakota	48
Maryland	2	Mississippi	48
Massachusetts	3	Idaho	48
New Jersey	4	Arkansas	48
Connecticut	5	West Virginia	47

Gender Wage Gap			
	Rank		Rank
New York	1	Louisiana	51
Maryland	2	West Virginia	50
District of Columbia	3	Wyoming	49
Vermont	4	Utah	48
Florida	5	Nebraska	47

Labor Force Participation			
	Rank		Rank
Alaska	1	West Virginia	51
Minnesota	2	Alabama	50
South Dakota	3	Arkansas	49
North Dakota	4	Arizona	48
Nebraska	5	FL, KY, MS (tie)	45

Women in Professional or Managerial Occupations			
	Rank		Rank
District of Columbia	1	Nevada	51
Maryland	2	Idaho	50
Massachusetts	3	South Dakota	49
Virginia	4	Mississippi	48
New Hampshire	5	Montana	47

EMPLOYMENT AND EARNINGS REPORT OVERVIEW

- This is the first of a series of topical releases from the *Status of Women in the States: 2015* report.
- This is the first-ever report to project the year when equal pay will be achieved for every state in the nation.
- The 2015 release uses data from previous reports to track trends over time and analyze where states have declined, improved, or stayed the same since the last national report in 2004.
- The report provides state-by-state grades based on a composite index first developed by the Institute for Women’s Policy Research in 1996.
- The report and additional data are available on the website (www.statusofwomendata.org), including detailed breakdowns by race/ethnicity.

ABOUT STATUS OF WOMEN IN THE STATES

- *Status of Women in the States*, a project of the Institute for Women’s Policy Research since 1996, analyzes women’s status in each state and the nation overall on seven different topic areas: Employment & Earnings, Poverty & Opportunity, Violence & Safety, Health & Well-Being, Reproductive Rights, Political Participation, and Work & Family. Data on Violence & Safety and Work & Family are new additions to the 2015 edition.
- Topics will be released through May 20, 2015.
- The *Status of Women in the States* reports have made the case for millions of dollars in additional state and local funding across the United States and have reinvigorated, strengthened, or led to the creation of organizations, councils, or task forces on women in more than 15 states.
- The project is supported by the Ford Foundation, the American Federation of Teachers, the Annie E. Casey Foundation, and the Women’s Funding Network, as well as other foundations and organizations.