THE STATUS OF WOMEN IN FLORIDA BY COUNTY:

EMPLOYMENT & EARNINGS

Florida Philanthropic Network

Florida Women's Funding Alliance
An Affinity Group of Florida Philanthropic Network

Institute for Women's Policy Research
Informing policy. Inspiring change. Improving lives.

Status of Women in the States

About This Report

The Status of Women in Florida by County: Employment & Earnings is one in a series of four publications on women's status across Florida's counties commissioned by the Florida Women's Funding Alliance, an affinity group of Florida Philanthropic Network. The other publications include *The Status of Women in Florida by County: Poverty & Opportunity*, which explored factors related to women's economic security and access to opportunity; "The Status of Women in Florida by County: Population & Diversity," which analyzed the demographics of women and men in the state; and *The Status of Women in Florida by County: Health & Well-Being*. The report builds on the Institute for Women's Policy Research's long-standing report series, *The Status of Women in the States*, which has provided data on the status of women nationally and for all 50 states plus the District of Columbia since 1996. *The Status of Women in the States* publications use data from U.S. government and other sources to analyze women's status across multiple issue areas. These reports have been used to highlight women's progress and the obstacles they continue to face and to encourage policy and programmatic changes that can improve women's opportunities.

About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. IWPR's research strives to give voice to the needs of women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. IWPR works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the Program on Gender Analysis in Economics at American University.

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The Status of Women in Florida by County: Employment & Earnings

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About Florida Women's Funding Alliance

Florida Women's Funding Alliance (FWFA), an affinity group of Florida Philanthropic Network (FPN), envisions a Florida where women and girls thrive. The FWFA mission is to transform the lives of women and girls through members' collective voices and resources. FWFA offers FPN members an opportunity to interact and connect with other staff and board members of foundations and other grantmaking organizations working to transform the lives of women and girls in Florida.
https://www.fpnetwork.org/fwfa

About Florida Philanthropic Network

Florida Philanthropic Network is a statewide association of grantmakers working to build philanthropy to build a better Florida. FPN's members are private independent, corporate, and family foundations, community foundations, public charity grantmakers, and corporate giving programs—from Miami to Jacksonville; Naples to Pensacola—who hold more than $6.5 billion in assets and invest more than $430 million annually (excluding members located outside Florida) to improve the quality of life for our citizens. FPN members share a commitment to promoting philanthropy, fostering collaboration, and advancing public policy by Florida, in Florida.
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Introduction

Over the past several decades, women across the United States have joined the labor force in increasing numbers, seen their earnings rise, and entered into higher-paying managerial and professional occupations. Many families rely on women's earnings for economic stability. Despite these gains, in more recent years women's wages in Florida and other states have stagnated or fallen, smaller shares of women are in the labor force, and occupational segregation persists, limiting progress toward closing the gender wage gap. Wide disparities in the employment and earnings of women of color indicate that there is still need for improvement.

This report examines the status of women in Florida in terms of their employment, earnings, and occupations. The report includes an Employment & Earnings Composite Index comprised of four indicators—women's median annual earnings, the gender wage ratio, women's labor force participation rate, and the share of employed women in managerial or professional occupations—that provide a basis to rank and grade each of the 50 states and the District of Columbia. The report explores trends over time in Florida and, whenever possible, analyzes data by county and differences by race and ethnicity.

The Status of Women in Florida by County: Employment & Earnings is the final installment in a series of four publications that present data and policy recommendations to improve Florida women's status in several key areas. The first publication, *The Status of Women in Florida by County: Poverty & Opportunity*, analyzes data related to women's economic security and access to opportunity; the second, "The Status of Women in Florida by County: Population & Diversity," provides demographic data; and the third, *The Status of Women in Florida by County: Health & Well-Being*, examines aspects of women's physical and mental health.

As a resource for advocates, philanthropists, policymakers, and other stakeholders, *The Status of Women in Florida by County* series provides the research and analysis necessary to make data-driven decisions about how to prioritize investments, programs, and public policies. The goals of *The Status of Women in Florida by County* report series are to: 1) analyze and disseminate information about Florida women's progress in achieving rights and opportunities; 2) identify and measure the remaining barriers to equality; and 3) provide baseline measures for monitoring women's progress.

Key Findings

Employment & Earnings Trends

- Florida's grade of D+ for women's employment and earnings is worse than the C- the state earned when *The Status of Women in the States* was published in 2004. Florida women's median annual earnings have fallen, yet, due to an even sharper decline in men's earnings, the wage gap has narrowed. Although more women are employed in managerial and professional occupations, which generally have higher wages and employment benefits, a smaller share of women are in the labor force.

Earnings and the Gender Wage Gap

- In Florida and all states, women working full-time, year-round earn less than men. Median annual earnings for women in Florida are $35,000, placing the state at 38th in the nation, compared with $40,000 for men. The gender wage ratio in Florida is 87.5 percent, a gap of 12.5 percent.

- If the median annual earnings of women and men in Florida who are employed full-time, year-round change at the rate they have between 1959 and 2015, the gender wage gap in Florida will not close until 2038.

- If working women in Florida were paid the same as comparable men—men who are the same age, have the same level of education, work the same number of hours, and have the same urban/rural status—women's average earnings would increase by $6,300, equivalent to a raise of over 16 percent. Added up across all working women in the state, the increase would amount to $28 billion, which equals 3.0 percent of Florida's gross domestic product in 2016.

- While higher levels of education lead to higher earnings, education does not eliminate the gender wage gap. Florida women who earn a high school diploma or the equivalent have the same median earnings for full-time, year-round work as men who do not complete high school, and women who attend some college or earn an associate's degree have the same earnings as men who graduate from high school. Comparing women and men with the same level of education, the gender wage gap is largest for those with a bachelor's or advanced degree; women with this level of education earn 71.4 cents for every dollar earned by a man with similar educational attainment.

- Florida women's earnings vary by race and ethnicity, ranging from a high of $40,505 for White women who work full-time, year-round to a low of $29,878 for Hispanic women. Hispanic women in the state earn just 59 percent of White men's earnings.

- Across Florida, women's median annual earnings range widely by county, from a low of about $25,000 annually in Glades and Hardee, to a high of $42,455 in St. Johns County. In ten counties, women earn 90 percent or more of what men earn; in two counties, Santa Rosa and St. Johns, women earn less than 70 percent of men's earnings.

Women's Labor Force Participation

- Florida has one of the smallest shares of women in the labor force in the country, 53.7 percent, earning the state a ranking of 48th. Among Florida women, those who identify as multiracial or of another race are most likely to be in the labor force, followed by Black women. Native American and White women have the lowest labor force participation rates.

- Black women in Florida are more likely to be in the labor force than Black men. For all other racial and ethnic groups, men are more likely to be in the labor force than women of the same race or ethnicity.

- There is large variation in women's labor force participation rates across Florida, ranging from a low of 24.6 percent in Sumter County to a high of 62.9 percent in Orange County.

Employment and Earnings by Occupation and Industry

- Employed women in Florida are more likely than employed men to work in managerial or professional occupations (38.8 percent of women compared with 30.1 percent of men). Although Asian/Pacific Islander, White, and Native American women in Florida have lower labor force participation rates than women from other racial or ethnic groups, they are more likely to be employed in managerial or professional occupations.

Policy Recommendations

Policymakers, employers, funders, and advocates can implement policies and programs to reduce barriers and ensure equity in Florida women's employment and earnings. The benefits of increasing the share of women in the labor force, closing the gender wage gap, and increasing women's representation in a wider range of occupations and industries would extend beyond individual women to their families, community, and the entire state of Florida.

- Florida lawmakers can take steps to narrow the gender wage gap, especially the very large gap experienced by some women of color:
  - Proactively enforce existing legislation regarding fair labor standards and strengthen protections against retaliation for those who discuss their pay to determine whether they are being underpaid relative to comparable employees.
  - Pass legislation that bars employers from requiring potential employees to submit previous salary history, which can perpetuate wage inequality.
  - Require employers to increase transparency about gender and racial/ethnic disparities in their hiring, compensation, and promotion practices.
- Increase the minimum wage in Florida to improve economic security for women, who are disproportionately represented among low-wage workers.
- To tackle occupational segregation by gender and get more women into higher-paying jobs, educators and counsellors should ensure that career advice for women and girls explicitly addresses the earnings and growth potential of different fields of study and occupations. Employers and stakeholders in workforce development should increase active outreach and support for women pursuing careers in technical and nontraditional fields.
- Like the vast majority of states, Florida has not passed paid leave legislation. Few low-wage workers in the state receive work-life supports such as paid sick and safe days, paid family and medical leave, and predictable schedules. Because women are more likely than men to have unpaid caregiving responsibilities, these benefits are vitally important to help women remain and advance in the workforce.

Employment & Earnings

Introduction

This report provides critical data illuminating the status of women in Florida in terms of their employment, earnings, and occupations. In Florida and across the country, women have made progress over the past several decades—more women are in the labor force, the gender wage gap is narrowing, and women are moving into professional and managerial jobs in increasing numbers. There are, however, significant areas for improvement for women in Florida. A closer look at women's economic security reveals that not all women are benefitting equally from the progress that has been made; wide disparities by race and ethnicity persist.

The report includes an Employment & Earnings Composite Index comprised of four indicators that provide a basis to rank and grade each of the 50 states and the District of Columbia. The report explores trends over time in Florida and, whenever possible, analyzes data by county and examines differences by race and ethnicity.

The Status of Women in Florida by County: Employment & Earnings is the final report in a series of four publications that discuss data and recommend policies to improve Florida women's status in several key areas. The first publication, *The Status of Women in Florida by County: Poverty & Opportunity*, examines factors related to women's economic security and access to opportunity; the second, "The Status of Women in Florida by County: Population & Diversity," provides demographic data; and the third, *The Status of Women in Florida by County: Health & Well-Being*, explores aspects of women's physical and mental health.

As a resource for advocates, philanthropists, policymakers, and other stakeholders, *The Status of Women in Florida by County* series provides the research and analysis necessary to make data-driven decisions about how to prioritize investments, programs, and public policies. The goals of *The Status of Women in Florida by County* series are to: 1) analyze and disseminate information about Florida women's progress in achieving rights and opportunities; 2) identify and measure the remaining barriers to equality; and 3) provide baseline measures for monitoring women's progress.

The Employment & Earnings Composite Score

The Employment & Earnings Composite Index is comprised of four indicators used to compare, rank, and grade states: median annual earnings for women who work full-time, year-round; the earnings ratio between women and men employed full-time, year-round; the percent of women in the labor force; and the percent of employed women who work in managerial or professional occupations. States' scores on the Employment & Earnings Composite Index range from 3.53 to 5.32, with higher scores indicating better performance in this domain and corresponding to better letter grades (Table 1; see Appendix I for an explanation of how the Index is calculated and grades are assigned).

- Florida earns a grade of D+ and a national ranking of 36th on the Employment & Earnings Composite Index (Table 1).
- Florida ranks in the bottom third in the nation for women's median annual earnings (ranking 38th of 51), the percent of women in the workforce (ranking 48th), and the share of employed women in managerial or professional occupations (ranking 42nd). The state ranks third in the nation for the gender earnings ratio, but this rank is mainly due to men's low wages (Table 1).

Table 1

How Florida Measures Up: Women's Status on the Employment & Earnings Composite Index and Its Components, 2015

	Composite Index			Median Annual Earnings for Women Employed Full-Time, Year-Round		Earnings Ratio Between Women and Men Employed Full-Time, Year-Round		Percent of Women in the Labor Force		Percent of All Employed Women in Managerial or Professional Occupations	
State	Score	Rank	Grade	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	3.65	47	D-	$34,400	44	74.8%	44	53.2%	50	39.4%	39
Alaska	4.29	8	B	$47,000	7	78.3%	33	64.6%	4	42.9%	15
Arizona	3.87	35	C-	$38,000	26	84.4%	6	54.5%	46	38.6%	44
Arkansas	3.67	45	D-	$32,000	50	80.0%	21	53.8%	47	39.3%	40
California	4.22	13	B	$45,000	8	90.0%	1	57.1%	38	41.1%	28
Colorado	4.29	8	B	$43,000	14	86.0%	5	62.5%	14	44.5%	11
Connecticut	4.39	4	B+	$50,000	2	76.9%	38	62.8%	13	45.9%	5
Delaware	4.13	16	B-	$41,200	16	82.4%	14	57.8%	34	45.0%	9
District of Columbia	5.32	1	A	$65,000	1	86.7%	4	67.4%	1	60.7%	1
Florida	**3.82**	**36**	**D+**	**$35,000**	**38**	**87.5%**	**3**	**53.7%**	**48**	**38.8%**	**42**
Georgia	3.97	24	C+	$38,000	26	82.6%	13	58.1%	30	41.1%	28
Hawaii	3.95	27	C	$40,000	17	81.6%	15	60.9%	16	37.0%	49
Idaho	3.62	49	F	$34,000	45	75.6%	41	54.9%	43	36.7%	50
Illinois	4.07	19	C+	$42,000	15	79.2%	31	60.6%	18	41.2%	25
Indiana	3.69	43	D	$35,100	37	71.6%	48	59.4%	23	37.3%	48
Iowa	3.99	22	C+	$38,000	26	76.5%	39	63.0%	11	41.7%	21
Kansas	3.97	24	C+	$37,000	31	77.1%	37	61.7%	15	42.5%	17
Kentucky	3.76	39	D+	$36,000	33	80.0%	21	54.8%	44	38.4%	45
Louisiana	3.64	48	D-	$34,500	43	69.0%	51	56.1%	40	39.6%	38
Maine	4.08	18	B-	$40,000	17	83.3%	8	58.7%	27	43.1%	13
Maryland	4.54	2	B+	$50,000	2	83.3%	8	64.1%	8	47.8%	3
Massachusetts	4.53	3	B+	$50,000	2	80.6%	19	63.5%	10	49.4%	2
Michigan	3.92	30	C	$40,000	17	80.0%	21	57.4%	35	38.9%	41
Minnesota	4.35	7	B	$44,000	9	83.0%	12	65.7%	3	45.1%	8
Mississippi	3.53	51	F	$31,300	51	74.5%	46	53.4%	49	37.4%	47
Missouri	3.88	33	C-	$36,000	33	80.0%	21	59.1%	25	40.1%	33
Montana	3.72	40	D	$33,000	49	70.2%	49	59.5%	21	41.4%	24
Nebraska	3.93	29	C	$36,000	33	75.0%	43	64.4%	6	41.2%	25
Nevada	3.67	45	D-	$36,000	33	80.0%	21	58.6%	28	31.7%	51
New Hampshire	4.27	10	B	$44,000	9	81.5%	16	64.4%	6	43.7%	12
New Jersey	4.37	6	B+	$50,000	2	80.6%	19	59.8%	19	45.3%	7
New Mexico	3.82	36	D+	$35,000	38	83.3%	8	54.7%	45	40.0%	35
New York	4.38	5	B+	$47,500	6	89.6%	2	58.3%	29	44.6%	10
North Carolina	3.90	31	C	$36,400	32	80.9%	18	57.3%	36	41.6%	23
North Dakota	4.16	15	B-	$40,000	17	80.0%	21	66.4%	2	42.6%	16
Ohio	3.88	33	C-	$38,000	26	76.0%	40	58.8%	26	40.5%	31
Oklahoma	3.70	41	D	$34,000	45	74.6%	45	55.6%	42	40.1%	33
Oregon	3.94	28	C	$39,000	25	78.0%	34	57.3%	36	42.0%	19
Pennsylvania	3.98	23	C+	$40,000	17	78.4%	32	58.0%	32	41.7%	21
Rhode Island	4.17	14	B-	$43,800	13	84.2%	7	59.2%	24	41.9%	20
South Carolina	3.70	41	D	$34,000	45	75.6%	41	56.7%	39	38.7%	43
South Dakota	3.97	24	C+	$35,000	38	77.8%	35	64.6%	4	42.1%	18
Tennessee	3.81	38	D+	$35,000	38	81.4%	17	55.9%	41	40.0%	35
Texas	3.89	32	C-	$37,400	30	79.6%	30	57.9%	33	40.4%	32
Utah	3.68	44	D	$35,000	38	70.0%	50	59.8%	19	37.5%	46
Vermont	4.23	12	B	$40,000	17	83.3%	8	63.9%	9	45.5%	6
Virginia	4.26	11	B	$44,000	9	80.0%	21	60.8%	17	46.4%	4
Washington	4.10	17	B-	$44,000	9	77.2%	36	58.1%	30	43.0%	14
West Virginia	3.58	50	F	$33,300	48	74.0%	47	50.2%	51	39.9%	37
Wisconsin	4.07	19	C+	$40,000	17	80.0%	21	62.9%	12	41.2%	25
Wyoming	4.01	21	C+	$40,000	17	80.0%	21	59.5%	21	41.1%	28
United States				**$40,000**		**80.0%**		**58.3%**		**41.6%**	

Note: Aged 16 and older.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Trends in Employment & Earnings

Florida's grade of D+ on the Employment & Earnings Composite Index is slightly worse than the grade of C- it received in the 2004 publication of *The Status of Women in the States* (Table 1; Caiazza et al. 2004). Florida has improved on two of the indicators, and declined on two (Table 2).

- Between 2002 and 2016, median annual earnings for women working full-time, year-round decreased from $37,305 (in inflation-adjusted 2016 dollars) to $35,000 (Table 2).
- The gender earnings ratio narrowed from 79.9 percent in 2002 (for a wage gap of 20.1 cents women do not earn for every dollar earned by men) to 87.5 percent in 2016 (a wage gap of 12.5 percent; Table 2). Although the earnings for women decreased 6.2 percent during that time, men's decreased by much more (14.3 percent), leading to a smaller wage gap (Institute for Women's Policy Research 2017a).
- A smaller share of women were in the labor force in 2016 than in 2002 (53.7 and 55.7 percent, respectively; Table 2).
- The percent of employed women in managerial or professional occupations increased from 30.3 percent in 2001 to 38.8 percent in 2016 (Table 2).

Table 2

Florida's Progress on Key Indicators of Women's Employment & Earnings

	2004 Status of Women in the States	2017 Status of Women in Florida by County	Has the State Made Progress?
Women's Median Annual Earnings	$37,305	$35,000	No
Ratio of Women's to Men's Earnings	79.9%	87.5%	Yes
Women's Labor Force Participation Rate	55.7%	53.7%	No
Percent of Employed Women in Managerial and Professional Occupations	30.3%	38.8%	Yes

Notes: Earnings are for those aged 16 and older working full-time, year-round. Median annual earnings from the 2004 report are adjusted for inflation to 2016 dollars.
Sources: 2004 data are from Caiazza et al. (2004). All other data are IWPR analysis of 2016 American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Earnings and the Gender Wage Gap

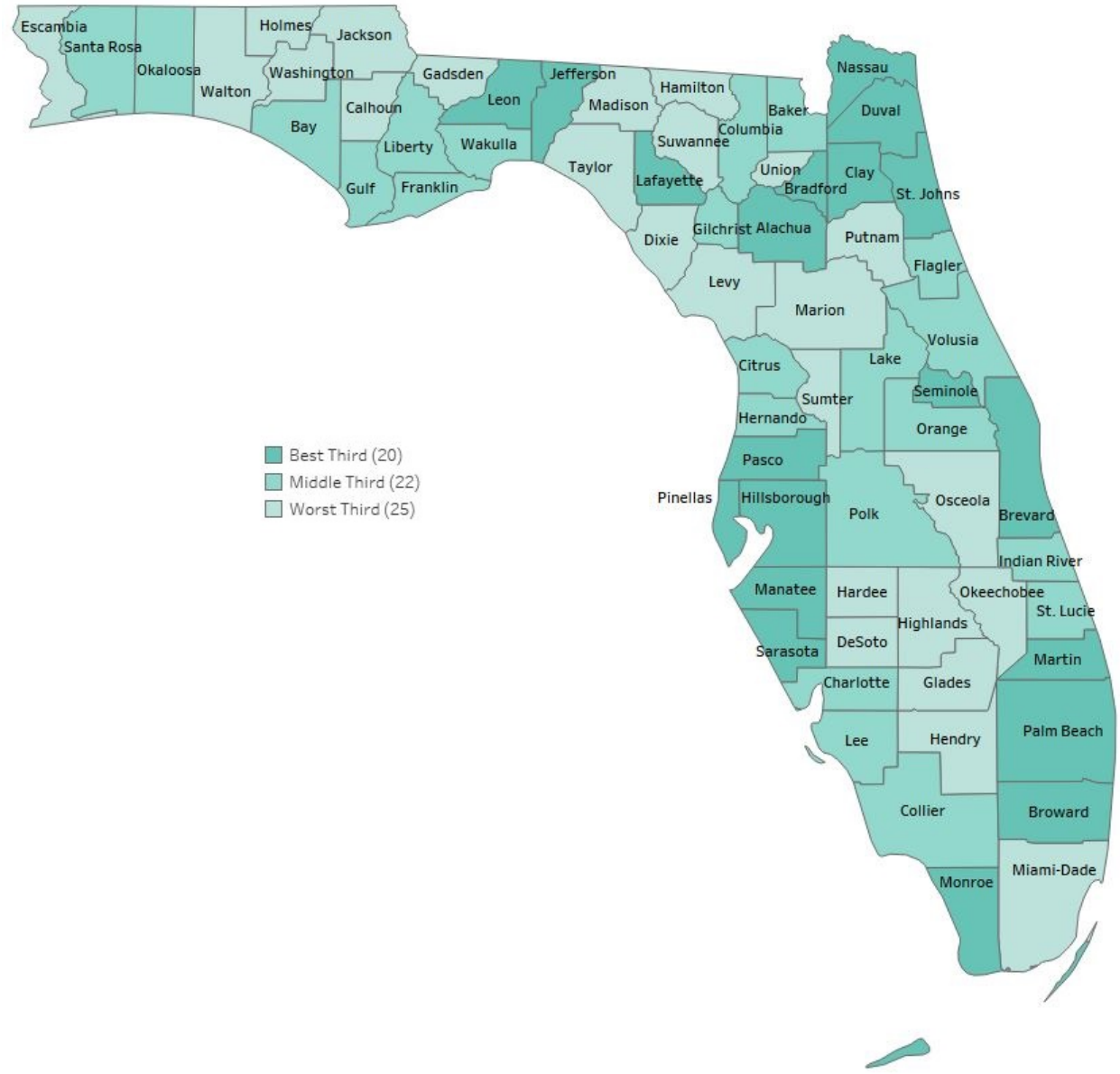
Women's Median Annual Earnings

Families across the United States are increasingly dependent on women's earnings for their economic security, yet men outearn women in every state, and in Florida and many states women's earnings are decreasing (Tables 1 and 2). Women in Florida who work full-time, year-round have median annual earnings of $35,000, compared with $40,000 for men (Table 1; Institute for Women's Policy Research 2017a). Women and men in Florida have lower earnings than in the nation overall ($40,000 for women and $50,000 for men). Florida women's median annual earnings vary widely by county (Map 1):

- In two counties, Glades and Hardee, women earn about $25,000 annually (Appendix Table 1).
- In three counties—Lafayette, Seminole, and St. Johns—women's earnings exceed the national median of $40,000 (Appendix Table 1). Women who work full-time, year-round have the highest median annual earnings, $42,455, in St. Johns County.

Map 1

Women's Median Annual Earnings, Florida Counties, 2016



Note: Median earnings in the past 12 months for those aged 16 and older who worked full-time, year-round and had earnings.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

The Gender Wage Gap

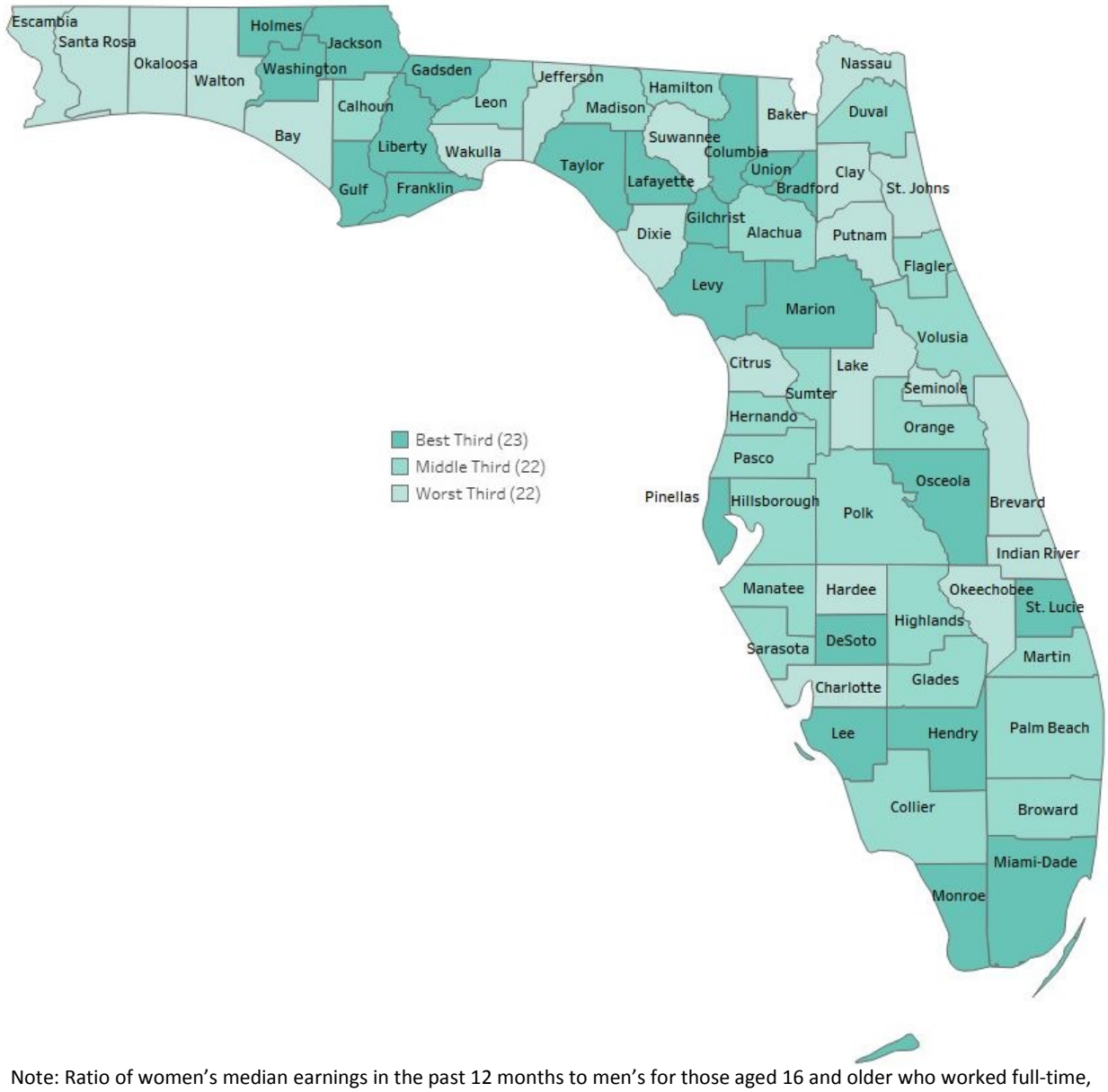
The gap in earnings between women and men is a persistent reality of the United States economy. In Florida, the ratio of women's median earnings to men's is 87.5 percent, meaning that women who work full-time, year-round earn 87.5 cents for every dollar that men working full-time, year-round earn (Table 1). The gender wage gap of 12.5 percent in Florida is much narrower than the wage gap in the United States overall (20.0 percent), due in part to the low earnings of men in the state; men in Florida have median annual earnings of $40,000, compared with a national median of $50,000 (Table 1; Institute for Women's Policy Research 2017a).

If the earnings of women and men who are employed full-time and year-round change at the same rate as they have been since 1959, the gender wage gap in Florida will not close until 2038 (Institute for Women's Policy Research 2017b).

- In ten Florida counties—Bradford, DeSoto, Franklin, Gulf, Hendry, Jackson, Lafayette, Levy, Osceola, and Union—women earn 90 percent or more of what men in the county earn (Appendix Table 1; Map 2). In three of those counties—DeSoto, Franklin, and Lafayette—women outearn men.
- In two Florida counties, Santa Rosa and St. Johns, the wage gap is greater than 30 percent, meaning that women in those counties earn less than 70 cents for every dollar men earn (Appendix Table 1; Map 2). Women in an additional eleven counties earn less than 80 cents for every dollar that men earn.

Map 2

The Earnings Ratio Between Women and Men, Florida Counties, 2016



Note: Ratio of women's median earnings in the past 12 months to men's for those aged 16 and older who worked full-time, year-round and had earnings.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Increase in Earnings if Women Were Paid the Same as Comparable Men

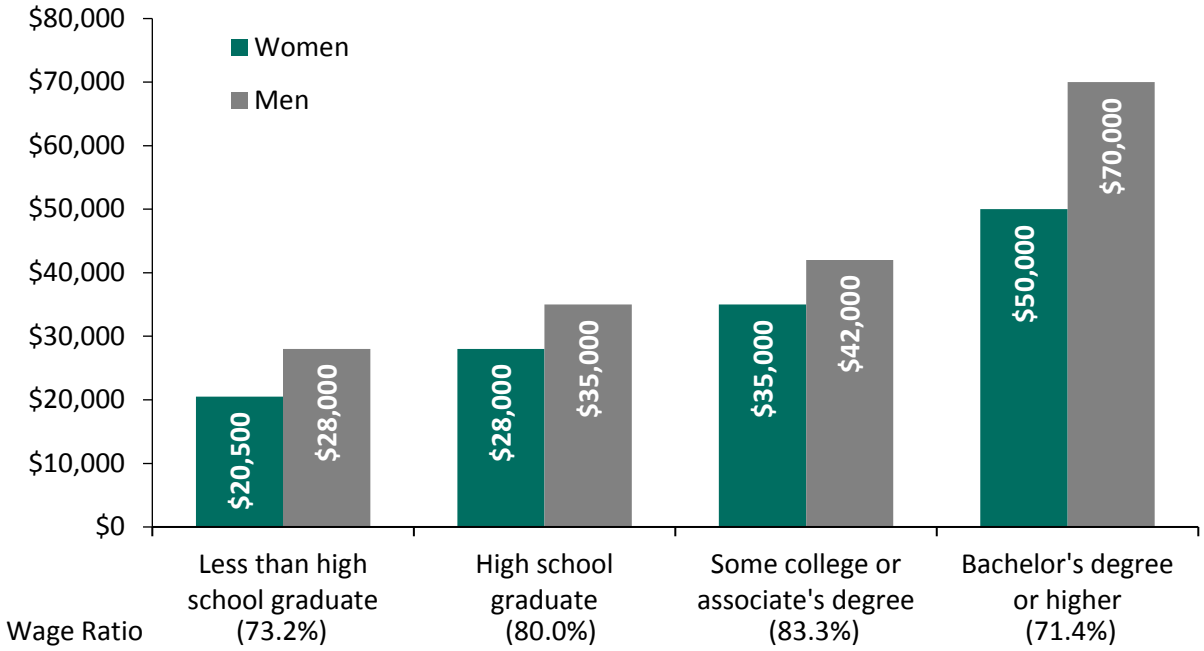
Earnings inequality for working women translates into lower lifetime pay, higher rates of poverty, and less income for families, communities, and state economies. If working women in Florida aged 18 and older were paid the same as men of the same age, level of education, number of work hours, and urban or rural residency, women's average earnings would increase by $6,300, a raise of over 16 percent (Institute for Women's Policy Research 2017c). Added up across all working women in Florida, this would amount to an earnings increase of $28 billion, which is equivalent to 3.0 percent of the state's gross domestic product in 2016 (Institute for Women's Policy Research 2017c).

The Earnings Ratio by Educational Attainment

Higher levels of education lead to higher earnings for both women and men, but education does not eliminate the wage gap. Women in Florida with a bachelor's degree or higher earn 1.8 times what women with a high school diploma or the equivalent earn ($50,000 compared with $28,000; Figure 1). When comparing women and men with the same level of educational attainment, the wage gap is smallest for those with some college or an associate's degree (women earn 83.3 percent of men's earnings, for a gap of 16.7 percent), and largest for those with a bachelor's or advanced degree (a ratio of 71.4 percent for a wage gap of 28.6 percent). Women who complete high school earn the same as men who do not ($28,000), and women who attend some college or receive an associate's degree earn the same as men whose highest level of education is high school ($35,000). These data indicate that women in Florida need more educational qualifications than men to secure well-paying jobs.

Figure 1

Median Annual Earnings and the Gender Earnings Ratio by Educational Level, Florida, 2016



Notes: Median earnings in the past 12 months for women and men aged 25 and older employed full-time, year-round who had earnings.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Earnings and the Wage Gap for Women of Color

Florida women's earnings vary considerably by race and ethnicity. Among women in the state working full-time, year-round, White women have the highest median annual earnings ($40,505), followed by Asian/Pacific Islander women ($37,467), women who are multiracial or of another race ($35,442), and Native American women ($34,370; Table 3). Black and Hispanic women have the lowest earnings ($30,415 and $29,878, respectively).

For all racial and ethnic groups, women in Florida have lower earnings than men of the same racial and ethnic groups (Table 3). Another way of examining earnings differences is to compare the earnings for different groups of women with the largest group in the labor force, White men. Compared with White men, Hispanic women in Florida face the largest gap, earning 59 cents for every dollar earned by White men (Table 3). White women face the smallest gap, but still earn only 80 percent of White men's earnings.

Table 3

Median Annual Earnings and the Gender Earnings Ratio by Race and Ethnicity, Florida, 2016

	Median Annual Earnings for Women Employed Full-Time, Year-Round	Median Annual Earnings for Men Employed Full-Time, Year-Round	Earnings Ratio Between Women and White Men Employed Full-Time, Year-Round
White	$40,505	$50,631	80.0%
Hispanic	$29,878	$32,442	59.0%
Black	$30,415	$32,442	60.1%
Asian/Pacific Islander	$37,467	$49,453	74.0%
Native American	$34,470	$36,454	68.1%
Other Race or Two or More Races	$35,442	$41,211	70.0%
			All Women to All Men
All Women and Men	**$35,000**	**$40,000**	**87.5%**

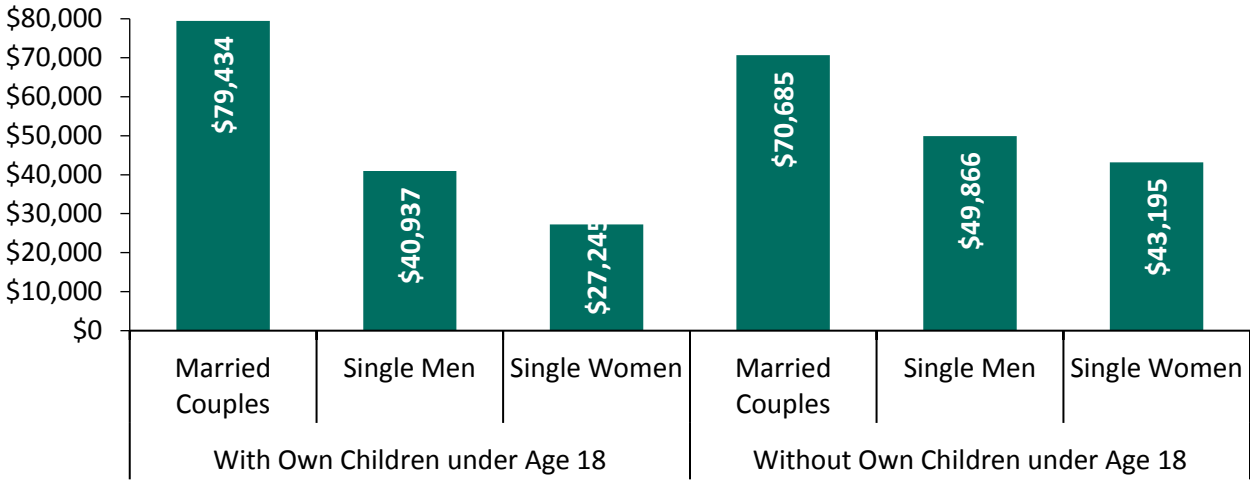
Notes: Median earnings for the past 12 months are for those aged 16 and older working full-time, year-round and who had earnings. Data for all women and men are from 2016; data by race and ethnicity are calculated using three years of data (2014-2016). Racial groups are non-Hispanic.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Family Income by Family Type

In Florida, as in the United States as a whole, household income varies by family type. The 3.5 million married couple households in the state with and without children have the highest median annual incomes compared with other household types ($79,434 and $70,685, respectively; Figure 2 and Institute for Women's Policy Research 2017a). Single mother households with children under age 18 have the lowest income, $27,245, followed by households headed by single fathers with children under age 18 ($40,937; Figure 2 and Institute for Women's Policy Research 2017a). Among households without children, those headed by single women have the lowest household income at $43,195.

Figure 2

Median Family Income by Family Type, Florida, 2016



Notes: Median income in the past 12 months.
Source: U.S. Census Bureau, 2016 American Community Survey 1-Year Estimates, accessed through American FactFinder.

Women's Labor Force Participation

Slightly more than half (53.7 percent) of women aged 16 and older in Florida are in the labor force, meaning they are either employed or actively looking for work. Florida has one of the lowest labor force participation rates for women in the country, earning the state a ranking of 48 (Table 1). Men in Florida have a slightly higher unemployment rate than women (5.0 compared with 4.8; U.S. Bureau of Labor Statistics 2016).

There is large variation in women's labor force participation across Florida counties:

- Less than one quarter of women (24.6 percent) in Sumter County aged 16 and older are in the labor force (Map 3; Appendix Table 2). Fewer than 40 percent of women are in the labor force in three additional counties—Glades (36.3 percent), Citrus (38.2 percent), and Highlands (39.6 percent).[1]

- Seven counties have labor force participation rates for women that are over 60 percent—Broward, Duval, Hillsborough, Leon, Orange, Seminole, and Wakulla counties (Map 3; Appendix Table 2).

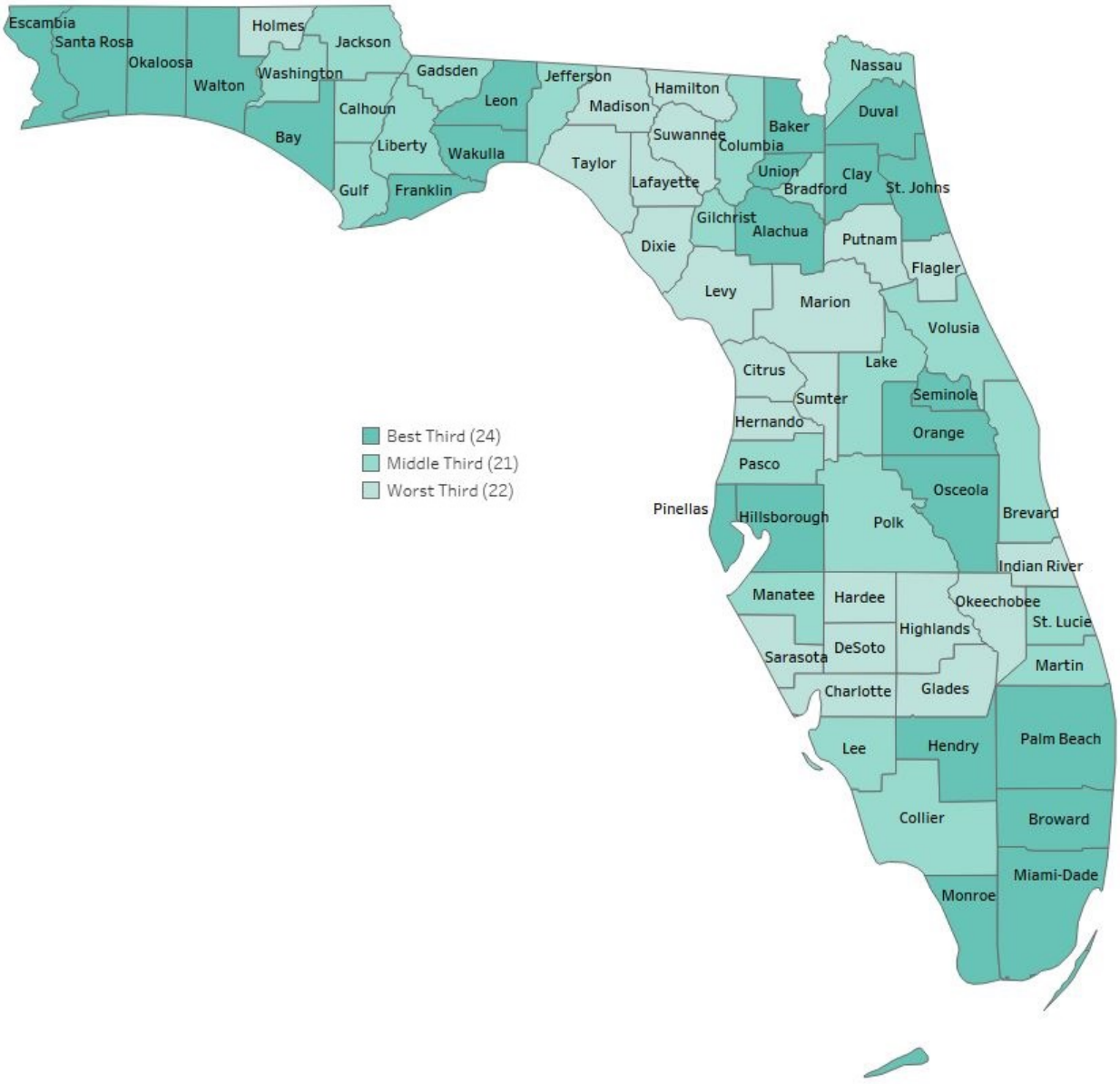
Labor Force Participation by Race and Ethnicity

Labor force participation rates in Florida also differ substantially by gender and race/ethnicity. For every racial and ethnic group except Black women and men, men are more likely to be in the labor force than their female counterparts (Figure 3). Among Florida women, those who identify as multiracial or of another race are the most likely to be in the labor force, at 64.0 percent, followed closely by Black women at 62.7 percent. Native American and White women have the lowest labor force participation rates (48.0 and 49.8 percent, respectively; Figure 3).

[1] Three of the four counties have large populations of women over age 65: Sumter (50.5 percent), Citrus (33.9 percent), and Highlands (34.2 percent; Chirillo, Anderson, and Hess 2016).

Map 3

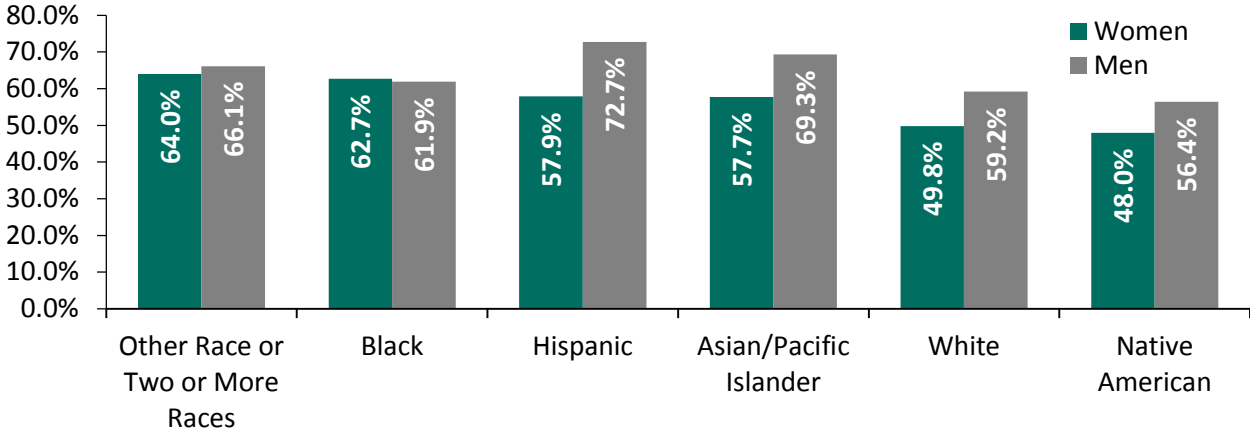
Women's Labor Force Participation Rate, Florida Counties, 2016



Notes: Aged 16 and older.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Figure 3

Labor Force Participation by Gender and Race/Ethnicity, Florida, 2016



Notes: Aged 16 and older. Calculated using three years of data (2014-2016). Racial groups are non-Hispanic.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

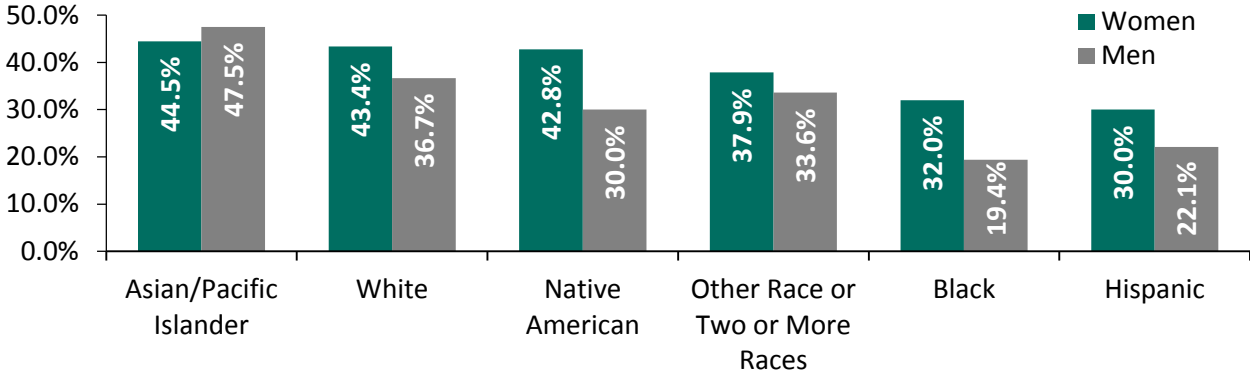
Gender Differences in Employment

Employment in Professional and Managerial Occupations

Nearly two in five employed women (38.8 percent) in Florida work in managerial or professional occupations, which tend to have higher earnings and are more likely to offer benefits, such as paid sick leave and health insurance (Table 1; Hess et al. 2015; U.S. Bureau of Labor Statistics 2017). This group of occupations encompasses a range of jobs—including managers, lawyers, doctors, nurses, teachers, accountants, engineers, and software developers—that typically require at least a four-year degree. The share of employed men in the state in these occupations (30.1 percent) is smaller than the share of women, a pattern that holds true for the nation as a whole (Institute for Women's Policy Research 2017a). Employed women in Florida are less likely than employed women in the United States overall to hold managerial or professional positions (Table 1). Among employed women in Florida, Asian/Pacific Islander women are the most likely to be employed in these occupations (44.5 percent), followed by White (43.4 percent) and Native American women (42.8 percent; Figure 4). Hispanic and Black women, as well as those who identify as being of another race or multiracial, are the least likely to be employed in managerial or professional occupations (30.0, 32.0, and 37.9 percent, respectively).

Figure 4

Percent of Employed Women and Men in Managerial or Professional Occupations by Race/Ethnicity, Florida, 2016



Notes: Aged 16 and older. Calculated using three years of data (2014-2016). Racial groups are non-Hispanic.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Employment and Earnings by Broad Occupational Group

In Florida, women are much more likely than men to work in office and administrative support occupations and in professional and related positions (Table 4). Women are concentrated in a few occupations; over two-thirds of women in the state are employed in just three of eight occupational groups (professional and related, service, and office and administrative support; Table 4). Florida women's median annual earnings range from $23,000 for those working full-time, year-round in service occupations to $51,000 for women in management, business, and financial occupations.

Men in Florida are more evenly dispersed across occupations, yet they are considerably more likely than women to work in production, transportation, and material moving occupations and in natural resources, construction, and maintenance occupations. This occupational segregation contributes to the gender wage gap, since at every skill level—low, medium, high—earnings are highest in male-dominated occupations and lowest in female-dominated occupations (Hegewisch and Williams-Baron 2017; Hegewisch et al. 2016).

Data for Florida counties are available for five occupational groups: management, business, science, and arts; service; sales and office; natural resources, construction, and maintenance; and production, transportation, and material moving.

- Over 40 percent of employed women work in management, business, science, and arts occupations in eleven Florida counties—Alachua, Franklin, Hillsborough, Jefferson, Lafayette, Leon, Pasco, Pinellas, Santa Rosa, Seminole, and St. Johns (Appendix Table 3). Less than 30 percent of women are employed in these occupation in eight counties— DeSoto, Glades, Hardee, Levy, Okeechobee, Sumter, Suwannee, and Union.

- In over a third of Florida counties (25 of 67), at least one in four employed women work in service occupations (Appendix Table 3). Liberty County has the highest share of women in service occupations, at 37.1 percent, and Hendry County has the smallest, at 15.0 percent.

- The three counties with the largest shares of women employed in sales and office occupations are Glades (49.5 percent), Dixie (41.2 percent), and Sumter (39.8 percent; Appendix Table 3). The county with the smallest share of women in these occupations is Lafayette (21.0 percent).

- Very small shares of women are employed in natural resources, construction, and maintenance or production, transportation, and material moving occupations. The exception is Hendry County, where 10.8 percent of employed women work in natural resources, construction, and maintenance occupations (Appendix Table 3).

Table 4

Distribution of Women and Men Across Broad Occupational Groups and the Gender Earnings Ratio, Florida, 2016

	Women's Share of All Workers	Share of Employed Women	Share of Employed Men	Women's Median Annual Earnings	Men's Median Annual Earnings	Earnings Ratio Between Women and Men
Office and administrative support	69.6%	19.7%	7.8%	$32,000	$32,000	100.0%
Professional and related	59.7%	25.1%	15.4%	$45,000	$64,000	70.3%
Service	53.2%	23.0%	18.3%	$23,000	$28,600	80.4%
Sales and related	49.8%	13.2%	12.0%	$30,000	$45,000	66.7%
Management, business, and financial	45.7%	13.7%	14.7%	$51,000	$70,000	72.9%
Production, transportation, and material moving	21.6%	4.2%	13.9%	$24,000	$35,000	68.6%
Armed Forces	12.2%	0.1%	0.6%	N/A	$45,000	N/A
Natural resources, construction, and maintenance	5.1%	1.0%	17.3%	$29,000	$34,000	85.3%
Total	**47.6%**	**100% (4,412,012)**	**100% (4,866,461)**	**$35,000**	**$40,000**	**87.5%**

Note: Median annual earnings are for the past 12 months for those aged 16 and older working full-time, year-round and who had earnings.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Employment and Earnings by Industry

Industries are similarly segregated by gender. In Florida, women comprise nearly 60 percent of all workers in the health care, education, leisure, and other services industry, an industry that accounts for 45.2 percent of women workers (Table 5). Wholesale and retail trade employs the second-largest share of women; women who work full-time, year-round in the trade industry earn $26,000 annually, which is well below women's overall median earnings in the state ($35,000; Table 5).

Although women are the majority of employees in the finance, insurance, and real estate industry in Florida, they face the largest gender pay disparity by industry, earning just 75.9 percent of what men earn (Table 5). In two industries employing small shares of Florida women—agriculture, forestry, and fisheries, and mining and construction—women's median earning are the same as or higher than men's.

Table 5

Distribution of Women and Men Across Industries and the Gender Earnings Ratio, Florida, 2016

	Women's Share of All Workers	Share of Employed Women	Share of Employed Men	Women's Median Annual Earnings	Men's Median Annual Earnings	Earnings Ratio Between Women and Men
Health Care, Education, Leisure, and Other Services	59.4%	45.2%	28.1%	$35,000	$44,000	79.5%
Finance, Insurance, and Real Estate	55.3%	8.2%	6.0%	$44,000	$58,000	75.9%
Government	53.9%	13.9%	10.8%	$41,500	$50,000	83.0%
Wholesale and Retail Trade	46.7%	22.7%	23.5%	$26,000	$33,000	78.8%
Manufacturing	31.1%	3.4%	6.8%	$37,500	$49,000	76.5%
Transportation, Communications, and Utilities	27.4%	3.7%	8.8%	$40,000	$45,000	88.9%
Agriculture, Forestry, and Fisheries	22.6%	1.2%	3.7%	$25,000	$25,000	100.0%
Mining and Construction	11.1%	1.7%	12.4%	$39,500	$35,000	112.9%
Total	**47.6%**	**4,412,012**	**4,866,461**	**$35,000**	**$40,000**	**87.5%**

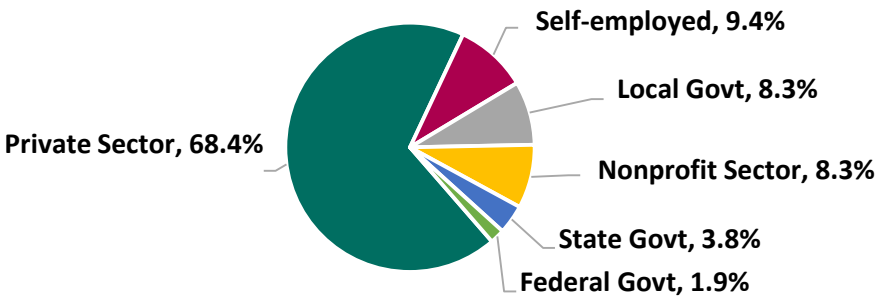
Notes: Includes those aged 16 and older who are employed. All public sector workers are in "government;" all other workers are private sector employees.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Employment by Class of Worker

Over two-thirds (68.4 percent) of employed women in Florida work in the private sector (Figure 5). Self-employed women account for 9.4 percent of women employees, those in the nonprofit sector account for 8.3 percent, and government employees account for 14.0 percent (federal, state, and local combined).

Figure 5

Women's Employment by Class of Worker, Florida, 2016



Note: Includes those aged 16 and older who are employed.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Policy Recommendations

Policymakers, employers, funders, and advocates can implement policies and programs to reduce barriers and ensure equity in Florida women's employment and earnings. The benefits of increasing the share of women in the labor force, closing the gender wage gap, and increasing women's representation in a wider range of occupations and industries would extend beyond individual women to their families, community, and the entire state of Florida.

- Florida lawmakers can take steps to narrow the gender wage gap, especially the very large gap experienced by some women of color:
  - Proactively enforce existing legislation regarding fair labor standards and strengthen protections against retaliation for those who discuss their pay to determine whether they are being underpaid relative to comparable employees.
  - Pass legislation that bars employers from requiring potential employees to submit previous salary history, which can perpetuate wage inequality.
  - Require employers to increase transparency about gender and racial/ethnic disparities in their hiring, compensation, and promotion practices.
- Increase the minimum wage in Florida to improve economic security for women, who are disproportionately represented among low-wage workers.
- To tackle occupational segregation by gender and get more women into higher-paying jobs, educators and counsellors should ensure that career advice for women and girls explicitly addresses the earnings and growth potential of different fields of study and occupations. Employers and stakeholders in workforce development should increase active outreach and support for women pursuing careers in technical and nontraditional fields.
- Like the vast majority of states, Florida has not passed paid leave legislation. Few low-wage workers in the state receive work-life supports such as paid sick and safe days, paid family and medical leave, and predictable schedules. Because women are more likely than men to have unpaid caregiving responsibilities, these benefits are vitally important to help women remain and advance in the workforce.

Appendix I:

Methodology

To analyze the status of women in Florida by county, IWPR selected indicators that prior research and experience have shown illuminate issues that are integral to women's lives and that allow for comparisons with other states and the United States as a whole. The data in IWPR's *Status of Women in Florida by County* report come from federal government agencies and other sources; many of the figures rely on IWPR analysis of the U.S. Census Bureau's American Community Survey (ACS), accessed through American FactFinder or from the Minnesota Population Center's Integrated Public Use Microdata Series (IPUMS), Version 6.0 (Ruggles et al. 2015). The ACS is a large annual survey of a representative sample of the entire resident population in the United States, including both households and group quarter (GQ) facilities. GQ facilities include places such as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, workers' dormitories, and facilities for people experiencing homelessness. GQ types that are excluded from ACS sampling and data collection include domestic violence shelters, soup kitchens, regularly scheduled mobile vans, targeted nonsheltered outdoor locations, commercial maritime vessels, natural disaster shelters, and dangerous encampments.

County-level data, accessed through American FactFinder, combine five years of data (2012-2016) to ensure adequate sample sizes. When analyzing state- and national-level ACS microdata, IWPR used 2016 data, the most recent available, for most indicators (Institute for Women's Policy Research 2017a). When analyzing indicators by race and ethnicity, IWPR combined three years of data (2014, 2015, and 2016) to ensure sufficient sample sizes. IWPR constructed a multi-year file by selecting the 2014, 2015, and 2016 datasets, averaging the sample weights during the three-year period. Data on median earnings are not presented if the unweighted sample size is less than 100 for any cell; data on other indicators are not presented if the sample size is less than 35 for any cell (for frequencies), or if the category total is less than 35 times the number of categories (for percentages).

IWPR used personal weights to obtain nationally representative statistics for person-level analyses of ACS microdata. Weights included with the IPUMS ACS for person-level data adjust for the mixed geographic sampling rates, nonresponses, and individual sampling probabilities. Estimates from IPUMS ACS samples may not be consistent with summary table ACS estimates available from the U.S. Census Bureau due to the additional sampling error and the fact that over time the Census Bureau changes the definitions and classifications for some variables. The IPUMS project provides harmonized data to maximize comparability over time; updates and corrections to the microdata released by the Census Bureau and IPUMS may result in minor variation in future analyses.

To analyze the impact that paying women equally to comparable men would have on earnings for working women, IWPR used data from the 2014–2016 Current Population Survey Annual Social and Economic supplements (for calendar years 2013–2015) to measure women's and men's earnings. The analysis of women's earnings gains is based on a model that predicts women's earnings as if they were not subject to wage inequality. For details of the analysis, see the Technical Appendix of Milli et al. (2017).

Calculating the Composite Index

To construct the Employment & Earnings Composite Index, each of the four component indicators was first standardized. For each of the indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting values were summed for each state to create a composite score. Each of the four component indicators has equal weight. The states were ranked from the highest to the lowest composite scores.

To grade the states on this Composite Index, values for each of the components were set at desired levels to provide an "ideal score." Women's earnings were set at the median annual earnings for men in the United States overall; the wage ratio was set at 100 percent, as if women earned as much as men; women's labor force participation was set at the national number for men; and percent of women in managerial or professional occupations was set at the highest percent for all states. Each state's score was compared with the ideal score to determine the state's grade.

WOMEN'S MEDIAN ANNUAL EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week). Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

RATIO OF WOMEN'S TO MEN'S EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week) divided by the median annual earnings of men aged 16 and older who worked full-time, year-round. Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN'S LABOR FORCE PARTICIPATION: Percent of women aged 16 and older who were employed or looking for work. This includes those employed full-time, part-time voluntarily, or part-time involuntarily, and those who are unemployed but looking for work. Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN IN MANAGERIAL AND PROFESSIONAL OCCUPATIONS: Percent of employed women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations. Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

Appendix II:

Employment and Earnings Tables

Appendix Table 1

Median Annual Earnings and Gender Earnings Ratio, Florida Counties, 2016

County	Women	Men	Earnings Ratio
Alachua	$37,357	$45,059	82.9%
Baker	$32,926	$45,643	72.1%
Bay	$32,188	$41,404	77.7%
Bradford	$36,227	$37,422	96.8%
Brevard	$36,391	$46,686	77.9%
Broward	$38,275	$44,588	85.8%
Calhoun	$31,244	$36,157	86.4%
Charlotte	$32,537	$40,164	81.0%
Citrus	$32,011	$39,604	80.8%
Clay	$38,350	$49,331	77.7%
Collier	$35,056	$40,797	85.9%
Columbia	$34,845	$38,842	89.7%
DeSoto	$30,033	$27,353	109.8%
Dixie	$30,470	$37,316	81.7%
Duval	$36,886	$42,845	86.1%
Escambia	$31,931	$40,610	78.6%
Flagler	$32,394	$38,891	83.3%
Franklin	$34,859	$34,205	101.9%
Gadsden	$30,812	$35,134	87.7%
Gilchrist	$32,528	$37,143	87.6%
Glades	$25,354	$30,429	83.3%
Gulf	$34,446	$36,402	94.6%
Hamilton	$30,566	$36,905	82.8%
Hardee	$25,213	$32,792	76.9%
Hendry	$30,242	$31,128	97.2%
Hernando	$34,611	$40,564	85.3%
Highlands	$30,030	$34,755	86.4%
Hillsborough	$38,122	$45,709	83.4%
Holmes	$31,819	$36,546	87.1%
Indian River	$32,342	$41,071	78.7%
Jackson	$29,242	$32,375	90.3%
Jefferson	$36,854	$45,995	80.1%
Lafayette	$40,291	$32,257	124.9%
Lake	$33,532	$41,073	81.6%
Lee	$35,390	$40,598	87.2%
Leon	$38,632	$45,947	84.1%
Levy	$31,542	$33,914	93.0%
Liberty	$33,529	$37,318	89.8%
Madison	$29,051	$33,532	86.6%
Manatee	$36,269	$41,779	86.8%
Marion	$31,895	$36,389	87.7%
Martin	$39,711	$45,848	86.6%
Miami-Dade	$31,760	$36,407	87.2%
Monroe	$36,579	$40,699	89.9%
Nassau	$37,603	$51,159	73.5%
Okaloosa	$35,334	$43,740	80.8%
Okeechobee	$28,214	$35,375	79.8%
Orange	$34,876	$41,078	84.9%
Osceola	$30,805	$32,808	93.9%
Palm Beach	$38,705	$45,394	85.3%
Pasco	$37,190	$44,960	82.7%
Pinellas	$38,359	$43,443	88.3%
Polk	$32,735	$39,914	82.0%
Putnam	$28,244	$34,656	81.5%
St. Johns	$42,455	$61,033	69.6%
St. Lucie	$33,475	$37,708	88.8%
Santa Rosa	$34,635	$50,588	68.5%
Sarasota	$36,327	$42,775	84.9%
Seminole	$40,051	$50,174	79.8%
Sumter	$31,206	$36,911	84.5%
Suwannee	$27,066	$33,472	80.9%
Taylor	$31,809	$35,644	89.2%
Union	$31,976	$33,639	95.1%
Volusia	$32,808	$37,784	86.8%
Wakulla	$35,662	$44,042	81.0%
Walton	$30,783	$39,931	77.1%
Washington	$31,444	$35,197	89.3%

Note: Median earnings in the past 12 months for those aged 16 and older who worked full-time, year-round and had earnings.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 2

Labor Force Participation Rate, Florida Counties, 2016

County	Women	Men
Alachua	56.4%	61.3%
Baker	53.2%	51.0%
Bay	56.8%	66.2%
Bradford	49.7%	43.6%
Brevard	50.9%	59.8%
Broward	61.3%	71.5%
Calhoun	48.8%	39.1%
Charlotte	40.9%	44.1%
Citrus	38.2%	43.8%
Clay	57.7%	69.5%
Collier	47.8%	58.8%
Columbia	51.9%	52.4%
DeSoto	40.9%	52.4%
Dixie	41.7%	37.3%
Duval	60.9%	70.7%
Escambia	56.2%	65.9%
Flagler	44.3%	50.4%
Franklin	53.8%	43.4%
Gadsden	48.1%	50.5%
Gilchrist	49.2%	49.4%
Glades	36.3%	37.5%
Gulf	47.9%	43.3%
Hamilton	46.8%	31.8%
Hardee	46.1%	55.8%
Hendry	53.3%	64.1%
Hernando	42.6%	50.6%
Highlands	39.6%	47.0%
Hillsborough	60.6%	70.4%
Holmes	45.1%	47.6%
Indian River	44.4%	54.2%
Jackson	50.6%	39.9%
Jefferson	52.9%	36.2%
Lafayette	40.5%	42.1%
Lake	49.4%	55.5%

County	Women	Men
Lee	49.1%	56.6%
Leon	62.4%	70.5%
Levy	46.7%	51.4%
Liberty	52.1%	39.5%
Madison	45.4%	45.0%
Manatee	49.7%	58.3%
Marion	43.3%	50.0%
Martin	47.9%	56.5%
Miami-Dade	56.1%	68.5%
Monroe	59.5%	67.9%
Nassau	49.9%	64.4%
Okaloosa	56.1%	71.8%
Okeechobee	45.6%	49.7%
Orange	62.9%	72.2%
Osceola	56.4%	67.5%
Palm Beach	54.4%	66.1%
Pasco	48.9%	57.1%
Pinellas	54.3%	62.5%
Polk	50.3%	59.9%
Putnam	45.2%	51.6%
St. Johns	53.4%	68.1%
St. Lucie	50.7%	57.9%
Santa Rosa	53.5%	64.7%
Sarasota	44.9%	53.4%
Seminole	60.3%	71.4%
Sumter	24.6%	23.1%
Suwannee	44.0%	57.3%
Taylor	46.2%	37.2%
Union	54.1%	25.9%
Volusia	48.3%	55.7%
Wakulla	61.8%	52.6%
Walton	54.5%	59.5%
Washington	51.1%	44.7%

Note: Aged 16 and older.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 3

Distribution of Women by Broad Occupational Group, Florida Counties, State, and the United States, 2016

County	All Employed Women	Management, Business, Science, and Arts	Service	Sales and Office	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material Moving
Alachua	59,343	47.9%	20.8%	28.9%	0.3%	2.0%
Baker	5,146	37.7%	23.5%	36.7%	0.0%	2.1%
Bay	38,129	36.7%	23.8%	34.5%	1.0%	4.0%
Bradford	4,442	36.0%	23.9%	35.5%	0.0%	4.5%
Brevard	113,310	39.6%	22.1%	32.4%	0.8%	5.1%
Broward	438,060	38.5%	21.8%	35.3%	0.6%	3.8%
Calhoun	2,296	34.2%	31.4%	29.5%	1.7%	3.1%
Charlotte	28,397	32.4%	26.7%	36.5%	0.7%	3.7%
Citrus	21,827	32.8%	26.9%	34.2%	0.4%	5.8%
Clay	41,878	39.1%	21.9%	34.1%	0.7%	4.3%
Collier	66,902	31.4%	28.8%	33.5%	2.6%	3.7%
Columbia	12,221	39.3%	21.9%	33.1%	1.5%	4.2%
DeSoto	4,455	25.9%	29.2%	35.6%	5.8%	3.6%
Dixie	2,332	31.3%	22.3%	41.2%	0.5%	4.8%
Duval	206,247	39.8%	19.6%	35.1%	0.7%	4.7%
Escambia	63,870	36.1%	22.5%	37.6%	0.6%	3.4%
Flagler	18,716	36.4%	22.8%	37.9%	0.8%	2.1%
Franklin	2,059	42.0%	24.2%	25.0%	3.2%	5.7%
Gadsden	8,552	36.0%	26.8%	32.4%	2.1%	2.7%
Gilchrist	2,976	35.1%	24.7%	30.2%	1.9%	8.1%
Glades	1,511	27.7%	16.7%	49.5%	1.6%	4.4%
Gulf	2,361	34.3%	22.3%	39.1%	2.0%	2.2%
Hamilton	1,962	34.4%	32.9%	24.9%	2.1%	5.6%
Hardee	3,840	23.7%	32.3%	33.7%	4.6%	5.7%
Hendry	6,152	34.9%	15.0%	33.4%	10.8%	5.8%
Hernando	29,646	36.4%	22.9%	35.8%	0.8%	4.0%
Highlands	15,296	32.8%	25.2%	36.2%	2.8%	3.0%
Hillsborough	302,680	40.9%	19.5%	34.4%	1.2%	4.0%
Holmes	2,740	36.7%	25.5%	34.3%	1.4%	2.2%
Indian River	25,854	36.4%	24.0%	34.6%	0.7%	4.3%
Jackson	8,194	32.9%	31.6%	29.3%	2.8%	3.4%
Jefferson	2,657	44.0%	22.6%	30.3%	2.9%	0.2%
Lafayette	989	46.2%	27.8%	21.0%	0.0%	5.0%
Lake	61,571	35.9%	23.3%	35.9%	1.6%	3.3%

Appendix Table 3 (continued)

County	All Employed Women	Management, Business, Science, and Arts	Service	Sales and Office	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material Moving
Lee	132,012	35.0%	24.4%	36.2%	0.8%	3.6%
Leon	71,283	47.7%	17.8%	31.8%	0.4%	2.2%
Levy	7,087	29.9%	29.2%	33.5%	1.7%	5.7%
Liberty	1,231	34.3%	37.1%	27.1%	0.0%	1.5%
Madison	2,836	37.9%	16.5%	37.2%	0.9%	7.5%
Manatee	70,217	37.2%	22.5%	34.7%	1.1%	4.5%
Marion	58,303	32.4%	25.2%	36.4%	1.1%	5.0%
Martin	29,378	39.7%	22.0%	34.2%	0.9%	3.3%
Miami-Dade	579,593	34.6%	24.5%	35.3%	0.9%	4.7%
Monroe	17,836	35.3%	25.3%	35.3%	0.7%	3.4%
Nassau	15,138	39.6%	20.4%	34.5%	0.8%	4.6%
Okaloosa	39,685	37.2%	24.4%	33.4%	0.8%	4.2%
Okeechobee	5,937	27.2%	26.8%	36.9%	2.4%	6.7%
Orange	296,514	37.9%	23.6%	33.7%	0.6%	4.2%
Osceola	64,815	30.4%	26.9%	37.9%	0.8%	4.0%
Palm Beach	300,957	39.1%	24.1%	32.6%	1.0%	3.1%
Pasco	94,415	40.7%	20.1%	34.9%	0.8%	3.5%
Pinellas	212,633	40.9%	20.0%	34.3%	0.5%	4.3%
Polk	120,177	34.7%	24.1%	34.1%	1.6%	5.4%
Putnam	11,953	30.1%	26.6%	34.5%	3.1%	5.6%
St. Johns	45,385	47.3%	16.6%	32.7%	0.6%	2.8%
St. Lucie	56,603	33.0%	25.0%	36.4%	1.1%	4.5%
Santa Rosa	31,465	43.4%	17.4%	34.0%	1.3%	3.7%
Sarasota	76,635	38.2%	24.0%	33.1%	0.9%	3.7%
Seminole	104,095	45.4%	17.2%	34.1%	0.4%	2.9%
Sumter	11,950	28.9%	26.0%	39.8%	1.6%	3.7%
Suwannee	7,041	27.2%	31.1%	32.2%	1.8%	7.7%
Taylor	3,459	34.9%	31.4%	25.2%	0.0%	8.5%
Union	1,944	28.7%	28.7%	33.5%	0.4%	8.7%
Volusia	99,294	35.9%	23.4%	34.9%	1.3%	4.4%
Wakulla	6,338	37.3%	21.3%	38.7%	1.1%	1.6%
Walton	12,520	36.3%	24.7%	33.1%	1.8%	4.1%
Washington	4,192	33.3%	25.6%	32.9%	1.1%	7.2%

Note: Aged 16 and older.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

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