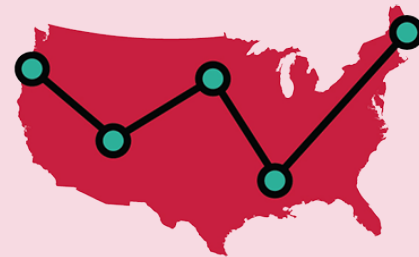


# STATUS OF WOMEN IN THE STATES



[www.statusofwomendata.org](http://www.statusofwomendata.org)

Fact Sheet, IWPR #R502, March 2018

## The Economic Status of Women in Massachusetts

Women in Massachusetts have made considerable advances in recent years but still face inequities that often prevent them from reaching their full potential. Since the 2004 *Status of Women in the States* report was published, the gender wage gap in Massachusetts has narrowed, a higher percentage of women have bachelor's degrees, and a larger share of women live in poverty. Massachusetts still ranks in the best third in the nation for both women's Employment & Earnings and Poverty & Opportunity.



If current trends continue,  
women in Massachusetts will not see  
equal pay until the year  
**2056.**<sup>1</sup>



The difference between women's and men's  
median annual earnings, \$12,000,  
would pay for **2.6 years**  
of community college tuition in Massachusetts.<sup>2</sup>

## Key Findings

- Massachusetts's grade for women's Employment & Earnings, **B+**, has improved since the 2004 *Status of Women in the States* report (Table 1). Its grade for women's Poverty & Opportunity, **B**, has remained unchanged since 2004.
- Women in Massachusetts aged 16 and older who work full-time, year-round have median annual earnings of \$50,000, which is 80.6 cents on the dollar compared with men who work full-time, year-round (Table 1). Hispanic women earn just 52 cents for every dollar earned by White men (Table 2).
- If employed women in Massachusetts were paid the same as comparable men, their poverty rate would be reduced by more than half and poverty among employed single mothers would drop by nearly three-quarters (Figure 1).<sup>3</sup>
- 63.5 percent of women in Massachusetts aged 16 and older are in the labor force, compared with 71.3 percent of men (Table 1). Among women, Other Race or Multiracial women have the highest labor force participation rate, at 67.7 percent (Table 2).
- A growing share of employed women in Massachusetts are in managerial or professional occupations. About 49 percent of women hold these positions, which tend to require a four-year degree and often have higher wages and employment benefits.
- In Massachusetts, 32.8 percent of businesses in 2012 were owned by women, up from 29.8 percent in 2007.
- Approximately 43 percent of women aged 25 and older in Massachusetts have a bachelor's degree or higher, an increase of about 12 percentage points since 2000 (Table 1).
- 97.5 percent of Massachusetts's women aged 18 to 64 have health insurance coverage, which is above the national average for women of 89.4 percent (Table 1).
- Massachusetts ranks 11th nationally for the share of women in poverty; 13.8 percent of women in the state aged 18 and older are in poverty, compared with 12.3 percent of Massachusetts's men (Table 1).

Table 1.

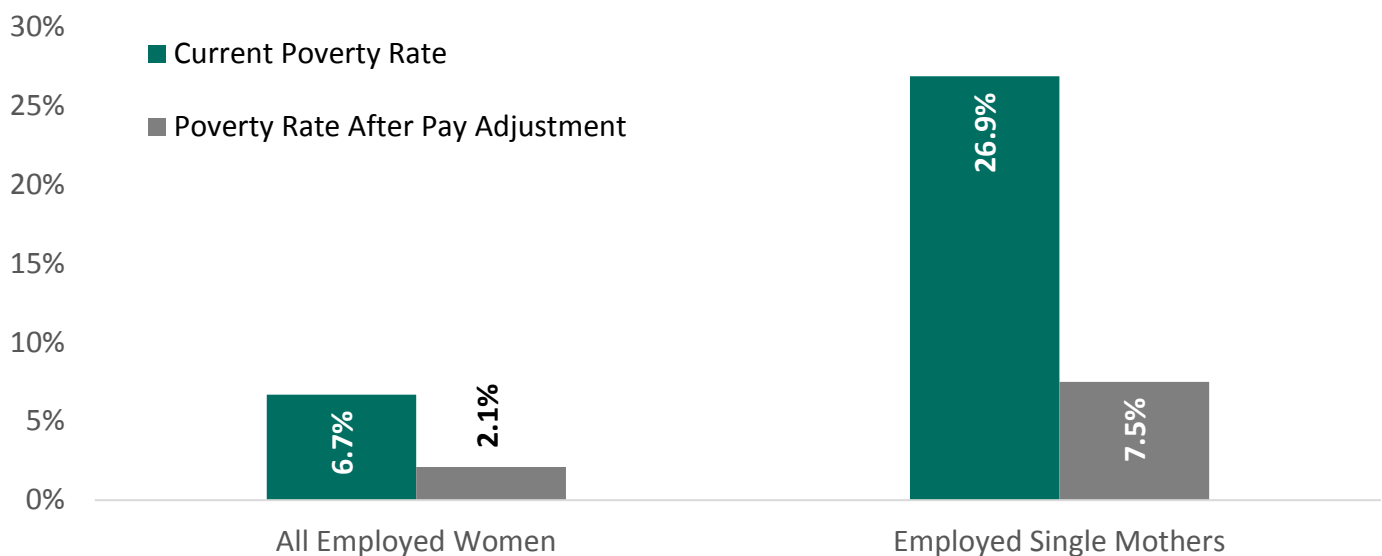
## Trends and Rankings on Key Indicators of the Economic Status of Women in Massachusetts

	2004 Report	New 2016 Data	Progress since 2004?	2016 Rankings and Grades	
				National Rank	Grade
<b>Employment &amp; Earnings Composite Rank</b>					
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$47,761	\$50,000	Yes	2	B+
Ratio of Women's to Men's Earnings	76.5%	80.7%	Yes	2	
Women's Labor Force Participation	62.3%	63.5%	Yes	10	
Percent of All Employed Women in Managerial/Professional Occupations	38.3%	49.4%	Yes	2	
<b>Poverty &amp; Opportunity Composite Rank</b>					
Percent of Nonelderly Women with Health Insurance	90.5%	97.5%	Yes	1	B
Percent of Women with a Bachelor's Degree or Higher	31.4%	43.3%	Yes	2	
Percent of Businesses Owned by Women	26.6%	32.8%	Yes	28	
Percent of Women Above Poverty	89.6%	86.2%	No	11	

Notes: Except for data on women's business ownership, which are from the 2012 Survey of Business Owners, data are from the 2016 American Community Survey. Go to <https://statusofwomensdata.org/explore-the-data/methodology/> for composite methodology. Earnings from the 2004 report are inflation-adjusted to 2016 dollars. All indicators are defined so that a higher rate translates into higher rankings and better letter grades. Calculated by the Institute for Women's Policy Research.

Figure 1.

### Impact of Equal Pay on Working Women's Poverty in Massachusetts, 2016: Current Values and Estimates if Working Women Earned the Same as Comparable Men



Notes: IWPR calculations based on the Current Population Survey Annual Social and Economic supplements 2014-2016 (for calendar years 2013-2015). Comparable men and women are of the same age, have the same level of education, work the same number of hours, and have the same urban/rural status. For analysis methodology, see IWPR briefing paper #C455, [The Impact of Equal Pay on Poverty and the Economy](https://iwpr.org/wp-content/uploads/2017/04/C455.pdf) <https://iwpr.org/wp-content/uploads/2017/04/C455.pdf>, by Jessica Milli, Yixuan Huang, Heidi Hartmann, and Jeff Hayes.

Table 2.

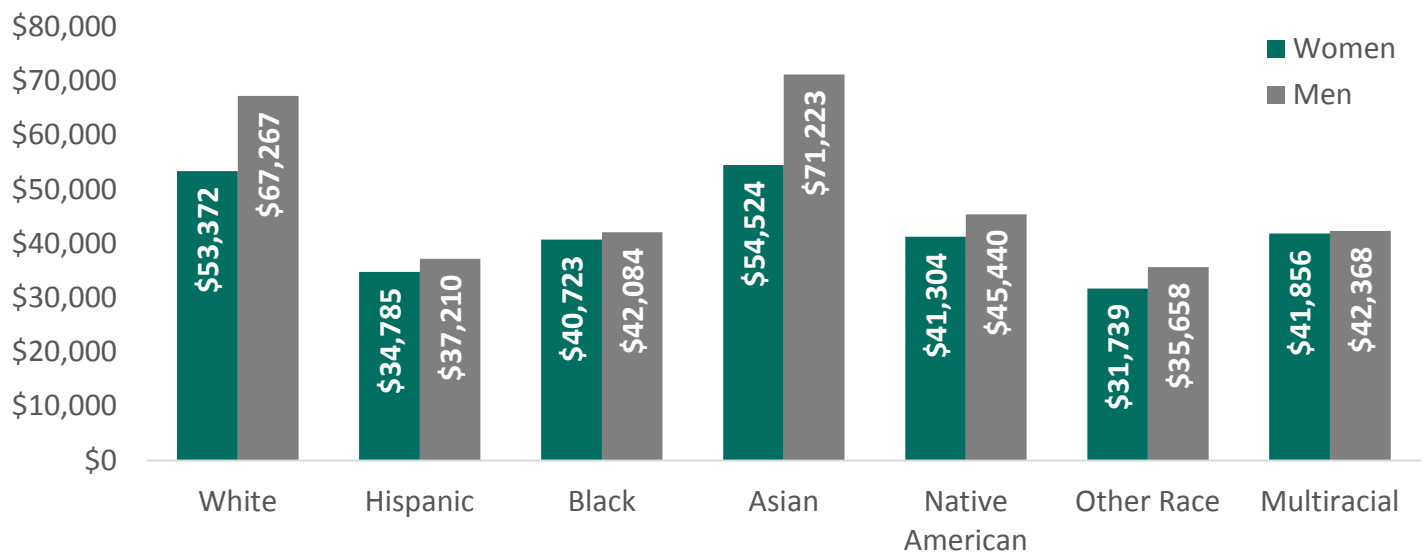
## Overview of the Economic Status of Women of Color in Massachusetts, 2016

	White	Hispanic	Black	Asian	Native American	Multiracial
<b>Employment &amp; Earnings</b>						
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$53,372	\$34,785	\$40,723	\$54,524	\$41,304	\$41,856
Ratio of Women's to White Men's Earnings	79.3%	51.7%	60.5%	81.1%	61.4%	62.2%
Women's Labor Force Participation	63.1%	63.4%	67.1%	60.8%	61.3%	67.7%
Percent of All Employed Women in Managerial or Professional Occupations	52.1%	27.6%	36.5%	56.1%	N/A	39.1%
<b>Poverty &amp; Opportunity</b>						
Percent of Nonelderly Women with Health Insurance	97.6%	95.2%	94.3%	96.3%	N/A	95.8%
Percent of Women with a Bachelor's Degree or Higher	45.2%	19.4%	25.3%	55.4%	N/A	35.9%
Percent of Women in Poverty	9.1%	29.9%	20.7%	16.8%	N/A	20.1%

Notes: N/A=not available. Median annual earnings use five-year American Community Survey data (2011-2016) downloaded from American Fact Finder. All other indicators are calculated using three years of data (2014-2016) from the American Community Survey. Racial groups are non-Hispanic. For the earnings data, Asian does not include Pacific Islander women and multiracial does not include women of another racial category; for all other indicators, Asian includes Pacific Islander and multiracial includes women of another racial or ethnic category. Calculated by the Institute for Women's Policy Research.

Figure 2.

## Median Annual Earnings for Women and Men in Massachusetts Working Full-Time, Year-Round, by Race and Ethnicity, 2016



Notes: Calculated using three years of data (2014-2016) from the American Community Survey. Racial groups are non-Hispanic. Calculated by the Institute for Women's Policy Research.

### NOTES

1. Linear projection based on rate of progress in closing the gender wage gap since 1959. Projection is based on the ratio of women's to men's earnings among full-time, year-round workers aged 16 and older. Calculations are based on the Decennial Censuses from 1960 through 2000, and 2001-2015 American Community Survey microdata.
2. The 2015-16 average undergraduate tuition and required fees for in-state, full-time students in degree-granting public two-year institutions in Massachusetts is \$4,559.
3. Comparable includes women and men of the same age and level of education, who work the same number of hours, and have the same urban/rural status.

## About the Institute for Women's Policy Research

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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. The Institute'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. The Institute 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.

## About The Status of Women in the States

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This Fact Sheet is a part of the Institute for Women's Policy Research's series on the status of women across the United States, begun in 1996. The Status of Women in the States project uses data from U.S. government and other sources to analyze women's status in each state and the United States overall, rank and grade states on a set of indicators for six topical areas, and provide additional data on women's status in states across the nation. The Institute for Women's Policy Research has published individual reports on the status of women since 1996 in each state and the District of Columbia. The 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.