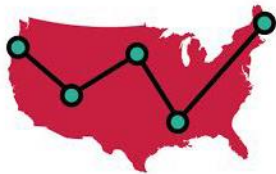


STATUS OF WOMEN IN THE STATES



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IWPR #R432

The Status of Women in Massachusetts, 2015: Highlights

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 women are more likely to work in managerial or professional occupations. Yet, as in all other states, women in Massachusetts are less likely than men to be in the labor force and more likely to live in poverty. Women also continue to be underrepresented in the state legislature.



If current trends continue, women in Massachusetts will not see equal pay until the year **2058**.*



Women hold **25.0%** of seats in the state legislature.

Key Findings

- Massachusetts's best grades are in the areas of employment and earnings, poverty and opportunity, and reproductive rights, for which it receives a B+. Its worst grade is in work and family, for which it gets a C-.
- Massachusetts women who work full-time, year-round earn 81 cents on the dollar compared with similarly employed men.
- Approximately 31.9 percent of those working in science, technology, engineering, and mathematics (STEM) fields in Massachusetts are women, compared with 28.8 percent nationwide.
- As of 2015, there are no women of color in statewide elective executive office in Massachusetts, and no women of color from the state in the U.S. Congress.
- Women in Massachusetts who are unionized earn \$211 more per week, on average, than those who are not represented by a union.
- Approximately 40.3 percent of women in Massachusetts have a bachelor's degree or higher, an increase of about 9 percentage points since 2000.
- In 2012–2013, 25.3 percent of Massachusetts's four-year-olds were enrolled in state pre-K, preschool special education, or state and federal Head Start.
- Heart disease is the biggest killer of women in the United States. Massachusetts ranks 7 of 51 with a mortality rate of 110.2 per 100,000.

Massachusetts	
Report Card Summary	
Political Participation	B-
Employment & Earnings	B+
Work & Family	C-
Poverty & Opportunity	B+
Reproductive Rights	B+
Health & Well-Being	B-

*Equal pay projection is based on rate of progress between 1959 and 2013. See Appendix A2 of *The Status of Women in the States: 2015* for sources and methodology. Calculated by the Institute for Women's Policy Research.

Table 1. How Massachusetts Ranks on Key Indicators of Women's Status

	2004 Report	2015 Report	Progress?	2015 Rankings and Grades		
				National Rank	Regional Rank	Grade
Political Participation Composite Rank	28	5	Yes	5	3	B-
Percent of Women Registered to Vote	68.1%	69.7%	Yes	19	4	
Percent of Women Who Voted	53.2%	57.4%	Yes	16	3	
Women in Elected Office Index (score)	1.61	3.03	Yes	6	3	
Women's Institutional Resources Index (score)	2.00	2.00	No	1	1	
Employment & Earnings Composite Rank	4	3	Yes	3	1	B+
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$44,746	\$48,500	Yes	3	1	
Ratio of Women's to Men's Earnings	72.7%	80.8%	Yes	18	4	
Women's Labor Force Participation	62.3%	63.3%	Yes	9	1	
Percent of All Employed Women in Managerial/Professional Occupations	38.3%	47.5%	Yes	3	1	
Work & Family Composite Rank	n/a	24	n/a	24	5	C-
Paid Leave Legislation Index (score)	n/a	0.67	n/a	5	2	
Elder and Dependent Care Index (score)	n/a	0.63	n/a	37	6	
Child Care Index (score)	n/a	1.04	n/a	38	5	
Percentage Point Gap in Parents' Labor Force Participation Rate (fathers' labor force participation rate minus mothers' labor force participation rate)	n/a	23.5	n/a	13	4	
Poverty & Opportunity Composite Rank	3	3	No	3	1	B+
Percent of Nonelderly Women with Health Insurance	90.5%	96.2%	Yes	1	1	
Percent of Women with a Bachelor's Degree or Higher	31.4%	40.3%	Yes	2	1	
Percent of Businesses Owned by Women	26.6%	29.8%	Yes	11	1	
Percent of Women Above Poverty	89.6%	87.8%	No	9	3	
Reproductive Rights Composite Rank	10	14	No	14	3	B+
Health & Well-Being Composite Rank	8	9	No	9	3	B-

Notes: See Appendices A1–A6 in *The Status of Women in the States: 2015* for methodology and sources. Earnings are in 2013 dollars and compare 2000 Decennial Census data with 2013 American Community Survey data. Health insurance data are for 2013, prior to the full implementation of the Affordable Care Act. The regional rankings are of a maximum of six and refer to the states in New England region (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont). n/a=not available. All indicators are defined so that a higher rate translates into higher rankings and letter grades. **Calculated by the Institute for Women's Policy Research.**

Table 2. Overview of the Status of Women of Color in Massachusetts

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Political Participation						
Number of Women in Statewide Elected Executive Office, 2015 (out of 6 offices)	4	0	0	0	0	0
Number of Women in U.S. Congress, 2015 (out of 11 offices)	3	0	0	0	0	0
Employment & Earnings						
Women's Median Annual Earnings (Full-Time, Year-Round), 2011-2013	\$50,000	\$31,657	\$39,355	\$50,732	n/a	\$36,248
Ratio of Women's to White Men's Earnings, 2011-2013	78.1%	49.5%	61.5%	79.3%	n/a	56.6%
Women's Labor Force Participation, 2011-2013	63.0%	62.2%	67.1%	62.2%	n/a	68.5%
Percent of All Employed Women in Managerial or Professional Occupations, 2011-2013	49.4%	28.6%	34.5%	54.8%	n/a	34.0%
Poverty & Opportunity						
Percent of Nonelderly Women with Health Insurance, 2011-2013	96.8%	93.1%	92.0%	95.7%	97.2%	91.6%
Percent of Women with a Bachelor's Degree or Higher, 2011-2013	41.8%	17.7%	23.4%	55.1%	26.4%	31.3%
Percent of Women Above Poverty, 2011-2013	90.9%	68.5%	78.9%	83.6%	77.0%	79.6%
Reproductive Rights						
Infant Mortality Rate (deaths of infants under age one per 1,000 live births), 2010-2012	3.5	6.0	6.4	3.9	n/a	n/a
Percent of Low Birth Weight Babies, 2013	7.0	8.2	10.7	n/a	n/a	n/a
Health & Well-Being						
Female Heart Disease Mortality Rate, per 100,000, 2011-2013	112.8	64.0	110.3	47.9	122.4	n/a
Female Lung Cancer Mortality Rate, per 100,000, 2011-2013	40.4	12.3	31.9	16.4	n/a	n/a
Female Breast Cancer Mortality Rate, per 100,000, 2011-2013	19.7	11.9	23.2	7.2	n/a	n/a
Average Number of Days per Month on Which Mental Health is Not Good, 2011-2013	4.0	5.6	4.4	2.6	5.1	6.1
Average Number of Days per Month on Which Activities Are Limited by Health Status, 2011-2013	4.1	5.4	4.7	3.1	10.4	5.7

Notes: n/a=not available. Data on statewide elected executive office include the governorship. Earnings are in 2013 dollars. Health insurance data are for 2013, prior to the full implementation of the Affordable Care Act. See Appendices A1-A2 and A4-A6 of *The Status of Women in the States: 2015* for sources and a description of how race and ethnicity are defined in the data presented here. **Calculated by the Institute for Women's Policy Research.**

Table 3. Massachusetts State Laws

Provide the Right to Earn Paid Sick Days	Yes
Adopted the Medicaid Expansion under the ACA or State Medicaid Family Planning Services Eligibility Expansion	Yes
Recognize Same-Sex Marriage and/or Allow Second-Parent Adoption	Yes
Allow Women to Obtain an Abortion without a Mandatory Waiting Period	No
Bar Gun Possession for Individuals Convicted of Misdemeanor Domestic Violence Crimes	No

Notes: Data are current as of April 2015, except for the bar on gun possession, which is current as of June 2014. See Appendices A3, A5, and A7 of *The Status of Women in the States: 2015* for sources.

Compiled by the Institute for Women’s Policy Research.

Table 4. Basic Demographic Statistics for Massachusetts

Total Population, 2013	6,692,824
Number of Women and Girls, All Ages, 2013	3,450,931
Proportion of Women Aged 65 and Older, 2013	16.5%
Proportion of Women Who Are Immigrants, All Ages, 2013	16.1%
Number of Female Same-Sex Partner Households, 2011–2013	12,982
Percent of All Households Headed by Single Mothers with Children Under Age 18, 2013	6.9%

Note: See Appendix B8 in *The Status of Women in the States: 2015* for additional demographic information.

Sources: IWPR analysis of American Community Survey microdata.

About the Status of Women in the States



The Status of Women in the States is an ongoing research project conducted by the Institute for Women’s Policy Research (IWPR) to measure and track the status of women in all 50 states and the District of Columbia. IWPR appreciates the support of the Ford Foundation, the American Federation of Teachers, and the Women’s Funding Network for the production of this fact sheet.



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 women’s studies and public policy and public administration programs at The George Washington University.