

Women have made progress over the past several decades; there are, however, significant areas for improvement for women in Florida. Since the publication of the Institute for Women's Policy Research's 2004 report *The Status of Women in the States*, Florida's grade for women's employment and earnings has worsened from a C- to a D+. *The Status of Women in Florida by County: Employment & Earnings* examines data on women's employment, earnings and occupations and trends over time, including research and analysis necessary to make data-driven decisions. [View the full report at fpnetwork.org/fwfa](http://fpnetwork.org/fwfa).

Key Findings

D+ Florida earns a grade of D+ and national ranking of 36th on the Employment & Earnings Composite Index, a decline from the C- the state received in the 2004 *The Status of Women in the States* report.

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

Florida has improved on two of the Employment & Earnings Composite Index indicators and declined on two since 2004.

Women's Median Annual Earnings



Ratio of Women's to Men's Earnings



Women's Labor Force Participation Rate



Percent of Employed Women in Managerial and Professional Occupations

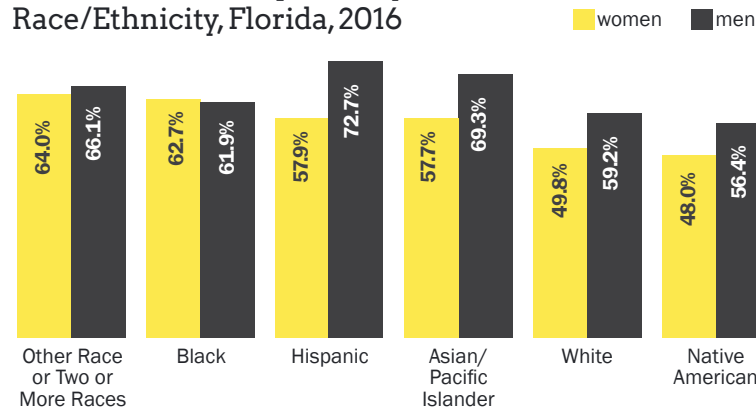


Women's Labor Force Participation

Florida has one of the lowest labor force participation rates for women in the country (53.7%) earning the state a ranking of 48th. 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.

Fewer than 40% of women are in the labor force in four Florida counties: Sumter (24.6%), Glades (36.3%), Citrus (38.2%) and Highlands (39.6%).

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

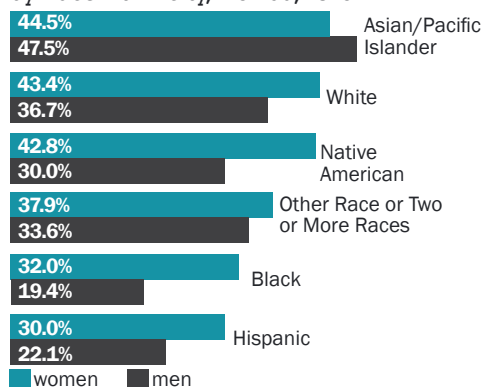


Gender Differences in Employment

Professional and Managerial Occupations

Employed women in Florida are more likely than employed men to work in managerial or professional occupations. While nearly two in five employed women (38.8 percent) in Florida work in managerial or professional occupations, they are less likely than in the United States overall to hold these positions.

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



Broad Occupational Groups and Gender Earnings Ratio

Women are concentrated in a few occupations; over two-thirds of women in the state are employed in just three of eight occupational groups. 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.

Occupational Group	Earnings Ratio Between Women & Men
Office and admin. support	100%
Professional and related	70.3%
Service	80.4%
Sales and related	66.7%
Management, business and financial	72.9%
Production, transportation and material moving	68.6%
Natural resources, construction and maintenance	85.3%
TOTAL	87.5%

Industry and Gender Earnings Ratio

Industries are similarly segregated by gender, where women comprise nearly 60% of all workers in health care, education, leisure and other services industry. Although women are the majority of employees in the finance, insurance and real estate industry, they earn just 75.9% of what men earn.

Industry	Earnings Ratio Between Men & Women
Health Care, Education and Other Services	79.5%
Finance, Insurance and Real Estate	75.9%
Government	83.0%
Wholesale and Retail Trade	78.8%
Manufacturing	76.5%
Transportation, Communications and Utilities	88.9%
Agriculture, Forestry and Fisheries	100%
Mining and Construction	112.9%
TOTAL	87.5%

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

Women have made progress over the past several decades; there are, however, significant areas for improvement for women in Florida. Since the publication of the Institute for Women's Policy Research's 2004 report *The Status of Women in the States*, Florida's grade for women's employment and earnings has worsened from a C- to a D+. *The Status of Women in Florida by County: Employment & Earnings* examines data on women's employment, earnings and occupations and trends over time, including research and analysis necessary to make data-driven decisions. [View the full report at fpnetwork.org/fwfa](http://fpnetwork.org/fwfa).

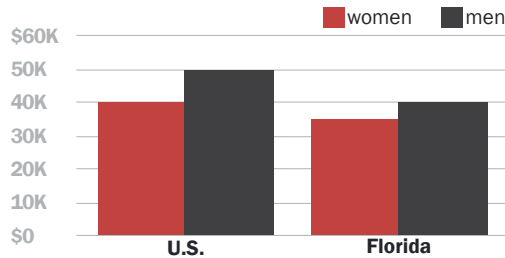
Key Findings

Earnings and the Gender Wage Gap

The gap in earnings between men and women is a persistent reality of the United States economy. In Florida, women who work full-time, year-round earn 87.5 cents for every dollar that men working full-time, year-round earn.

The gender wage gap of 12.5% in Florida is much narrower than the wage gap in the United States overall (20.0%), 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.

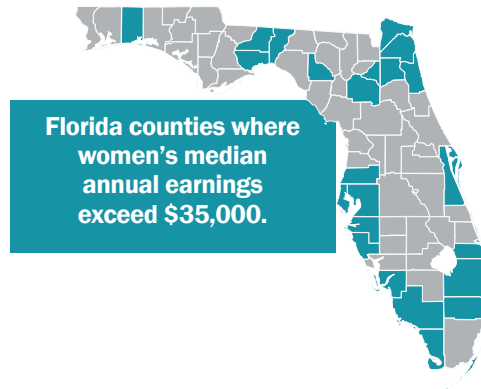
Median Annual Earnings, Men and Women, Florida and U.S., 2016



Women's Median Annual Earnings

Both women and men in Florida have lower earnings that in the national overall, and Florida women's median earnings vary widely by county.

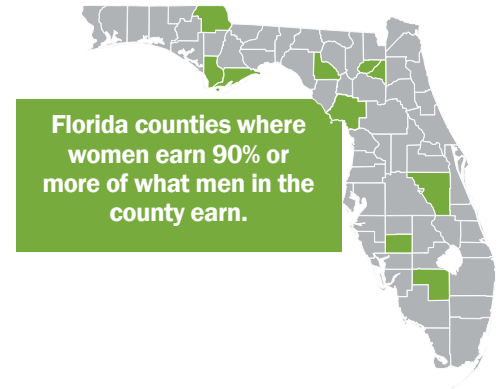
If earnings of men and women continue to change at the same rate as they have been since 1959, the gender wage gap in Florida will not close until 2038.



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 comparable men, women's average earnings would increase by \$6,300, a raise of over 16%.

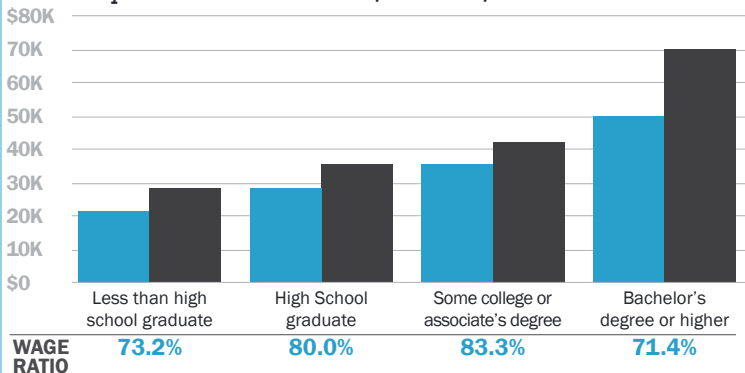


Comparable = same age, same level of education, working same number of hours, same urban/rural status

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 who complete high school earn the same as men who do not, 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, indicating that women in Florida need more educational qualifications than men to secure well-paying jobs.

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



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, and Hispanic women have the lowest.

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.*

Median Annual Earnings and the Gender Earnings Ratio by Race and Ethnicity, Florida, 2016 (employed full-time, year-round)

