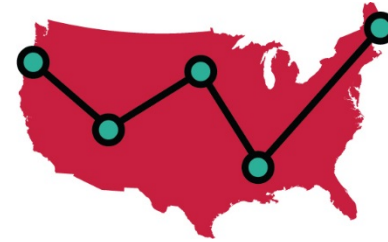


# STATUS OF WOMEN IN THE STATES



## FLORIDA

# ABOUT THE INSTITUTE FOR WOMEN'S POLICY RESEARCH (IWPR)



The Institute for Women's Policy Research conducts and communicates research to inspire public dialogue, shape policy, and improve the lives and opportunities of women of diverse backgrounds, circumstances, and experiences.

# STATUS OF WOMEN IN THE STATES TOPICS



# THE STATUS OF WOMEN IN FLORIDA BY COUNTY

## STATUS OF WOMEN IN THE STATES

www.statusofwomensdata.org

### The Status of Women in Florida by County: Population & Diversity

IWPR #R474

Gina Chirillo, Julie Anderson, M.A., and Cynthia Hess, Ph.D.

#### Introduction

Florida is the United States' fourth most populous state, with just under 19.4 million people in 2014 (Institute for Women's Policy Research 2016; Appendix Table II.1). Women make up a majority of its residents, totaling about 10 million of its inhabitants (Appendix Table II.1). Florida's geographic proximity to Central and South America and the Caribbean, its warm climate, and its generous tax policies (especially its lack of income tax, inheritance tax, and estate tax) shape its demographic character in particular ways: the state is more racially diverse and has larger proportions of immigrants, older women, and older men than the nation overall (Appendix Tables II.2, II.4, and II.5).

This briefing paper highlights demographic information relevant to the status of women in Florida. It explores differences between women and men on a range of variables, including age, race and ethnicity, marital status, household type, immigration status, geography, and veteran status. Data are analyzed by county (when available). These demographic data have important implications for determining investment to promote gender equality, and can be used to implement policies that address the needs of women in Florida's many communities.

#### Ratio of Men to Women

Florida's overall gender ratio is 95.6 men of all ages for every 100 women, similar to the gender ratio of the United States as a whole (96.8 men for every 100 women; Appendix Table II.1). Approximately 51.1 percent of the state's residents are women, compared with 50.8 percent of the nation's total population.

- Florida's most populous county is Miami-Dade, with 2.6 million inhabitants (Appendix Table II.1). Its next most populous county is Broward County, which borders Miami-Dade County to the north. Its least populous county is Liberty, with approximately 8,300 residents.
- Leon County has the lowest ratio of men to women, with 90.6 men for every 100 women (Appendix Table II.1). This is likely due to the fact that Florida State University and Florida A&M University (FAMU) are located in this county, both of which have a higher population of female students than male students (Florida State University ND; Florida A&M University 2015). Sarasota County has the next lowest ratio with 91.4 men for every 100 women, followed by Hernando, Flagler, and Pinellas Counties, which all have close to 92 men for every 100 women.
- Several Florida counties have significantly more men than women. Union County, which is one of the least populous counties in the state and is home to the Union Correctional Institution that houses only male prisoners, has an almost 2 to 1 ratio of men to women, with 10,064 male residents and 5,194 female residents (Florida Department of Corrections 2014; Appendix Table II.1). Liberty, Hamilton, Lafayette, and Gulf counties also have larger proportions of men than women, with gender ratios of about three men for every two women.

### THE STATUS OF WOMEN IN FLORIDA BY COUNTY: POVERTY & OPPORTUNITY




Florida Philanthropic Network

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

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### THE STATUS OF WOMEN IN FLORIDA BY COUNTY: EMPLOYMENT & EARNINGS



Florida Philanthropic Network

Florida Women's Funding Alliance  
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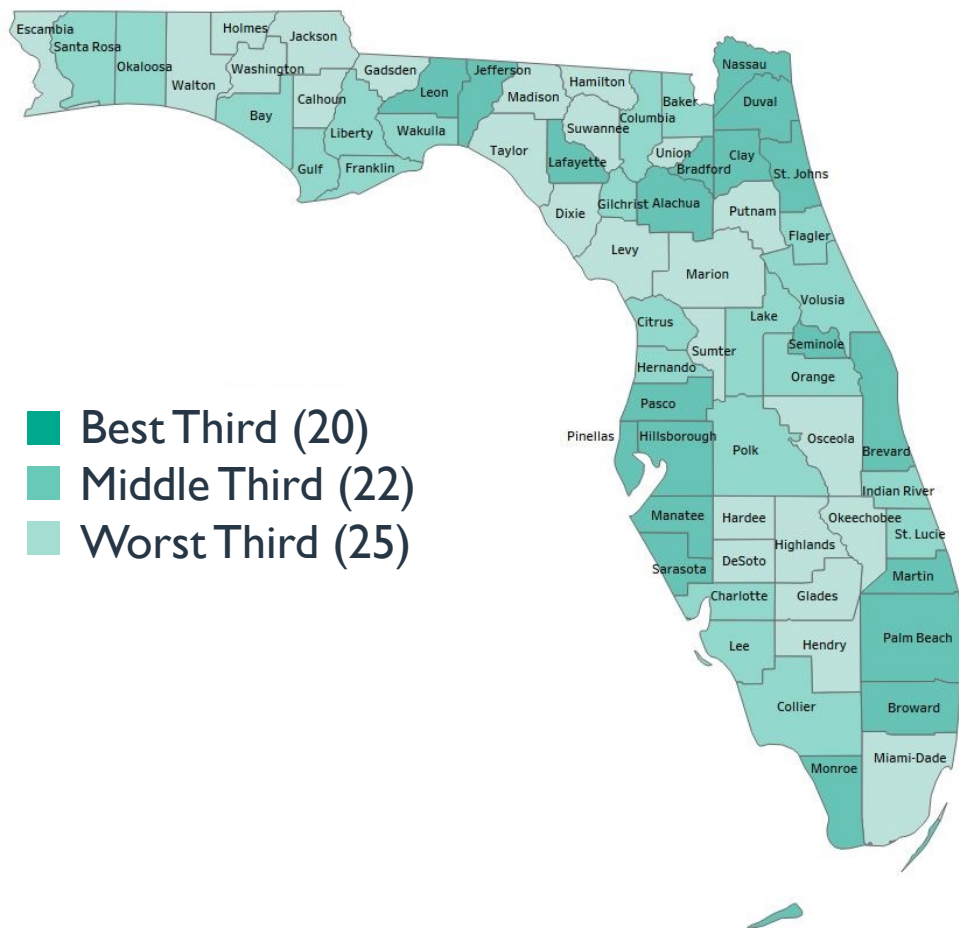
STATUS OF WOMEN IN THE STATES

Download reports at <https://www.fpnetwork.org/>

# FLORIDA'S EMPLOYMENT & EARNINGS REPORT CARD

		National Rank
Women's Median Annual Earnings	\$35,000	38
Earnings Ratio Between Women and Men	87.5%	3
Share of Women in the Labor Force	53.7%	48
Women in Managerial or Professional Occs	38.8%	42
<b>EMPLOYMENT &amp; EARNINGS COMPOSITE</b>	<b>D+</b>	<b>36</b>

# BOTH WOMEN'S AND MEN'S EARNINGS ARE FALLING



## Women's Highest Earnings

St. Johns	\$42,455
Lafayette	\$40,291
Seminole	\$40,051
Martin	\$39,711
Palm Beach	\$38,705

## Women's Lowest Earnings

Hardee	\$25,213
Glades	\$25,354
Suwannee	\$27,066
Okeechobee	\$28,214
Putnam	\$28,244

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



2019

2020

2021

2022

2023

2024

2025

2026

2027

2028

2029

2030

2031

2032

2033

2034

2035

2036

2037

FLORIDA WOMEN WILL NOT SEE  
EQUAL PAY UNTIL 2038

2038





# IF WOMEN WERE PAID THE SAME AS COMPARABLE MEN, IT WOULD EQUAL \$28 BILLION

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**

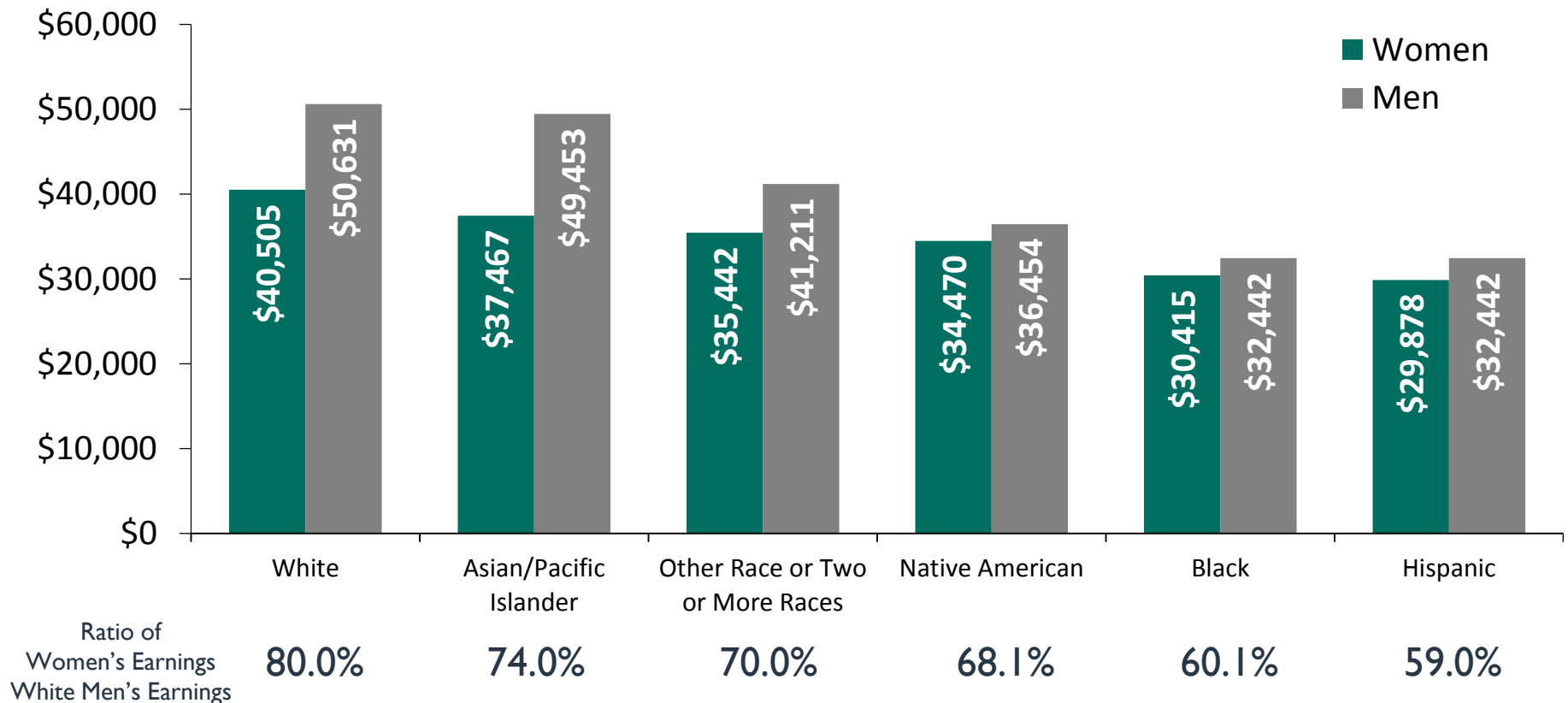
Added up across all working women in Florida, this would amount to an earnings increase of

**\$28,000,000,000**



# HISPANIC AND BLACK WOMEN HAVE THE LOWEST EARNINGS

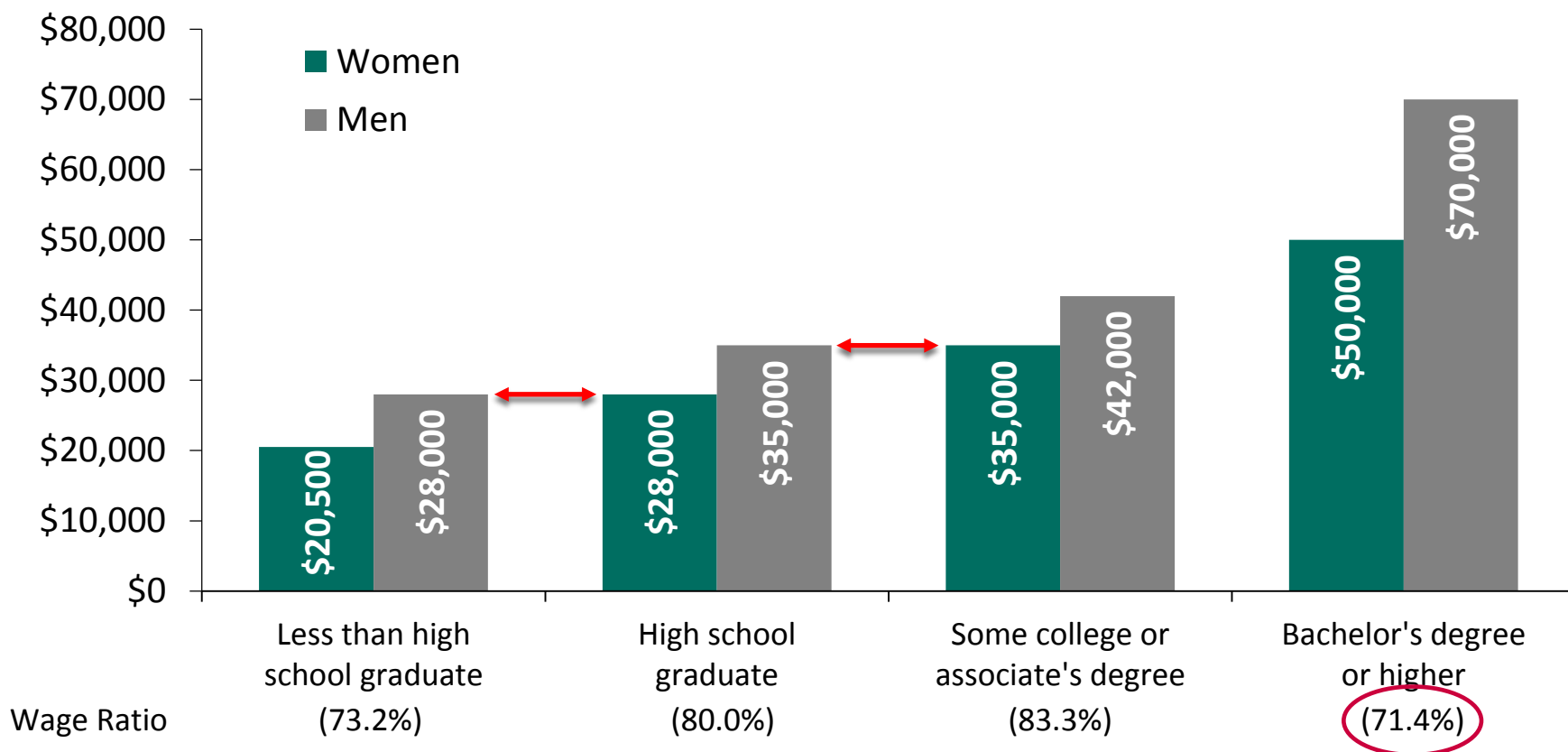
## Median Annual Earnings by Gender and Race/Ethnicity & the Earnings Ratio



Notes: For full-time, year-round workers aged 16 and older. Racial groups are non-Hispanic.  
 Source: IWPR analysis of 2014-2016 American Community Survey microdata (IPUMS, Version 6.0).

# INCREASING EDUCATION DOES NOT CLOSE THE GENDER WAGE GAP

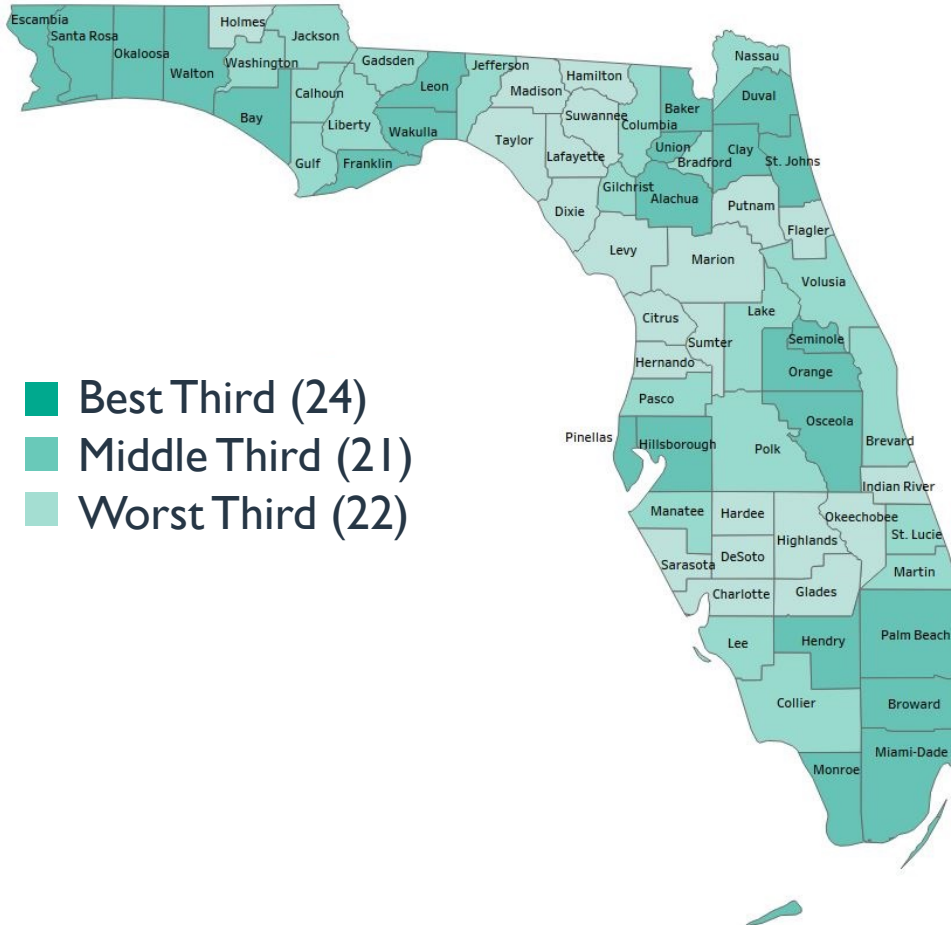
## Median Annual Earnings and the Gender Earnings Ratio by Education



Notes: Full-time, year-round workers aged 25 and older.

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

# WOMEN'S LABOR FORCE PARTICIPATION RATE IN FLORIDA IS ONE OF THE LOWEST IN THE COUNTRY



## Women's Highest LFP Rate

Orange	62.9%
Leon	62.4%
Wakulla	61.8%
Broward	61.3%
Duval	60.9%

## Women's Lowest LFP Rate

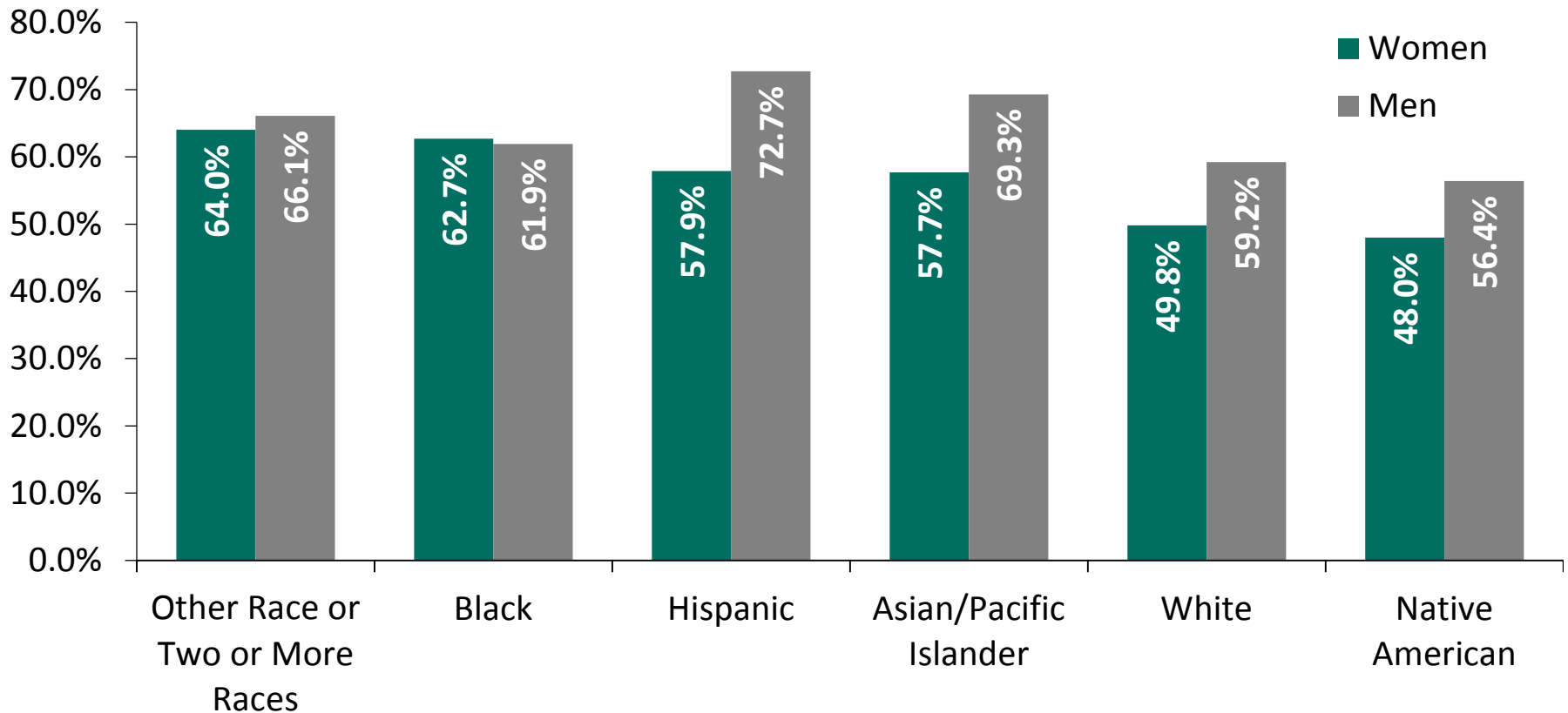
Sumter	24.6%
Glades	36.3%
Citrus	38.2%
Highlands	39.6%
Lafayette	40.5%

Note: Aged 16 and older.

Source: IWPR analysis of data from the U.S. Census Bureau, 2012-2016 American Community Survey 5-year Estimates, accessed through American Fact Finder.

# WOMEN'S LABOR FORCE PARTICIPATION VARIES BY RACE AND ETHNICITY

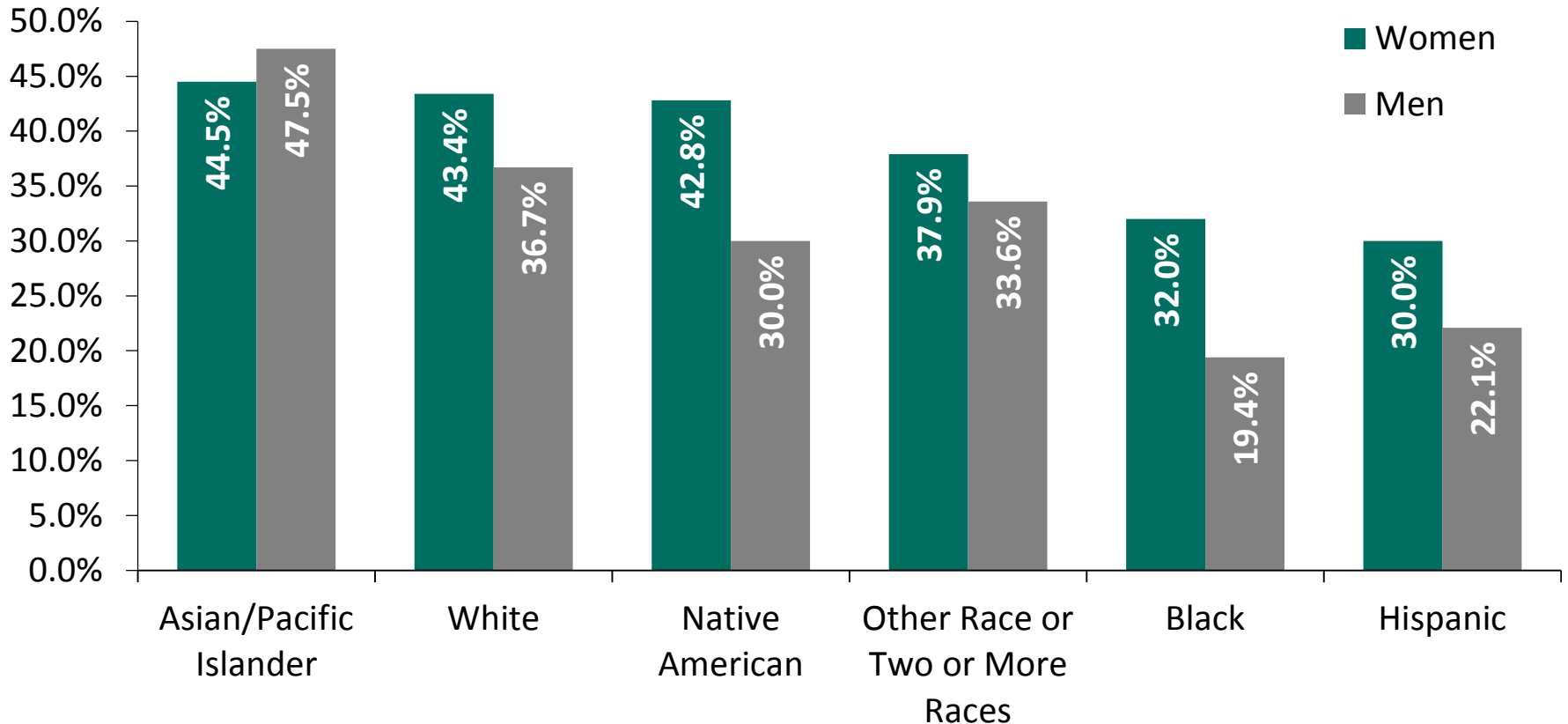
## Labor Force Participation Rate By Gender And Race/Ethnicity



Source: IWPR calculations based on the Current Population Survey Annual Social and Economic supplements, 2013-2015, for calendar years 2012-2014.

# TWO IN FIVE EMPLOYED WOMEN ARE IN MANAGERIAL OR PROFESSIONAL OCCUPATIONS

## Share in Managerial/Professional Occupations By Gender And Race/Ethnicity



Note: Aged 16 and older. Calculated using three years of data (2014-2016). Racial groups are non-Hispanic..  
Source: IWVPR analysis of data from the U.S. Census Bureau, 2010-2014 American Community Survey 5-year Estimates, accessed through American Fact Finder.

# WHAT CAN BE DONE – POLICY RECOMMENDATIONS

1. Enforce existing fair labor standards and strengthen protections for those who discuss their pay.
2. Bar employers from considering salary history in determining starting wages.
3. Increase the minimum wage.
4. Discuss earnings and growth potential of different fields of study and occupations when advising girls and women on careers.
5. Actively reach out to and support women pursuing careers in technical and nontraditional fields.
6. Pass paid sick and safe days, paid family and medical leave, and predictable schedules legislation.

**STATUS OF WOMEN**  
IN THE STATES



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