Florida Receives a D+ on Women’s Employment and Earnings, with Wide Disparities by County

New report reveals women in Florida experience narrower wage gap than a decade ago, but lower overall earnings

Released by the Institute for Women’s Policy Research in partnership with Florida Philanthropic Network and Florida Women’s Funding Alliance

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Transforming the Lives of Women & Girls in the State of Florida
Through Our Collective Voice and Resources

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STATUS OF WOMEN IN THE STATES

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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

- Employment & Earnings
- Political Participation
- Health & Well-Being
- Violence & Safety
- Poverty & Opportunity
- Work & Family

Status of Women
THE STATUS OF WOMEN IN FLORIDA BY COUNTY

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## Florida’s Employment & Earnings Report Card

<table>
<thead>
<tr>
<th>National Rank</th>
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<tbody>
<tr>
<td>Women’s Median Annual Earnings</td>
</tr>
<tr>
<td>Earnings Ratio Between Women and Men</td>
</tr>
<tr>
<td>Share of Women in the Labor Force</td>
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<tr>
<td>Women in Managerial or Professional Occupations</td>
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</tbody>
</table>

**EMPLOYMENT & EARNINGS COMPOSITE**

D+ 36
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.
<table>
<thead>
<tr>
<th>Year</th>
<th>FLORIDA WOMEN WILL NOT SEE EQUAL PAY UNTIL 2038</th>
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<tbody>
<tr>
<td>2019</td>
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<td>2038</td>
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</table>
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

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Women Median Annual Earnings</th>
<th>Men Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>$40,505</td>
<td>$50,631</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>$37,467</td>
<td>$49,453</td>
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<tr>
<td>Other Race or Two or More Races</td>
<td>$35,442</td>
<td>$41,211</td>
</tr>
<tr>
<td>Native American</td>
<td>$34,470</td>
<td>$36,454</td>
</tr>
<tr>
<td>Black</td>
<td>$30,415</td>
<td>$32,442</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$29,878</td>
<td>$32,442</td>
</tr>
</tbody>
</table>

Ratio of Women's Earnings to White Men's Earnings:
- White: 80.0%
- Asian/Pacific Islander: 74.0%
- Other Race or Two or More Races: 70.0%
- Native American: 68.1%
- Black: 60.1%
- Hispanic: 59.0%

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.
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

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: IWPR 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.
The Status of Women in Florida by County: Health & Well Being

Coming May 2018

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