



HARD @ WORK

Women in the Utah Labor Force

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Utah Department of Workforce Services**



We're the same. . .

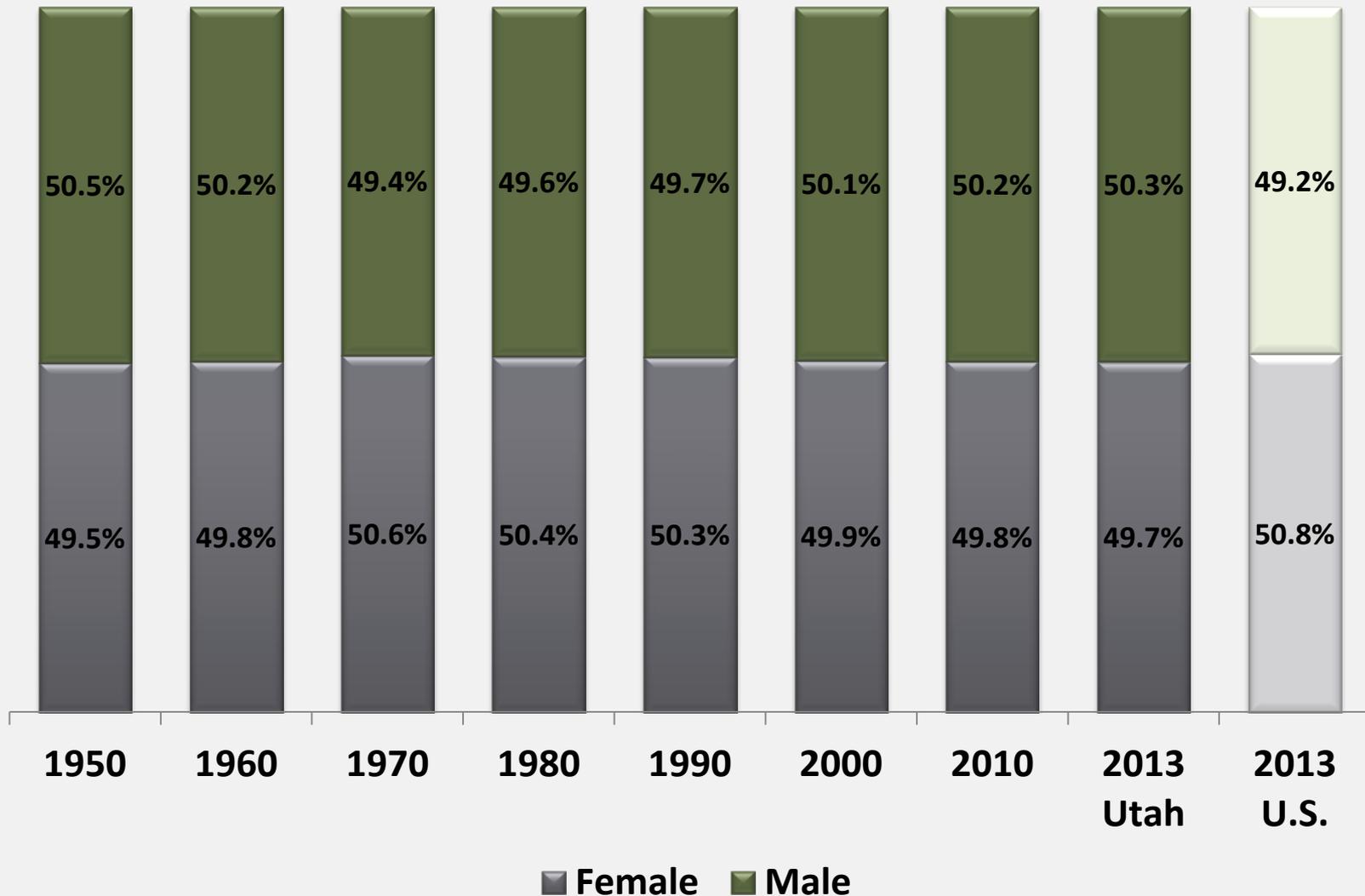




**but
different.**

Utah Men Now Outnumber Women

Share of Population by Gender

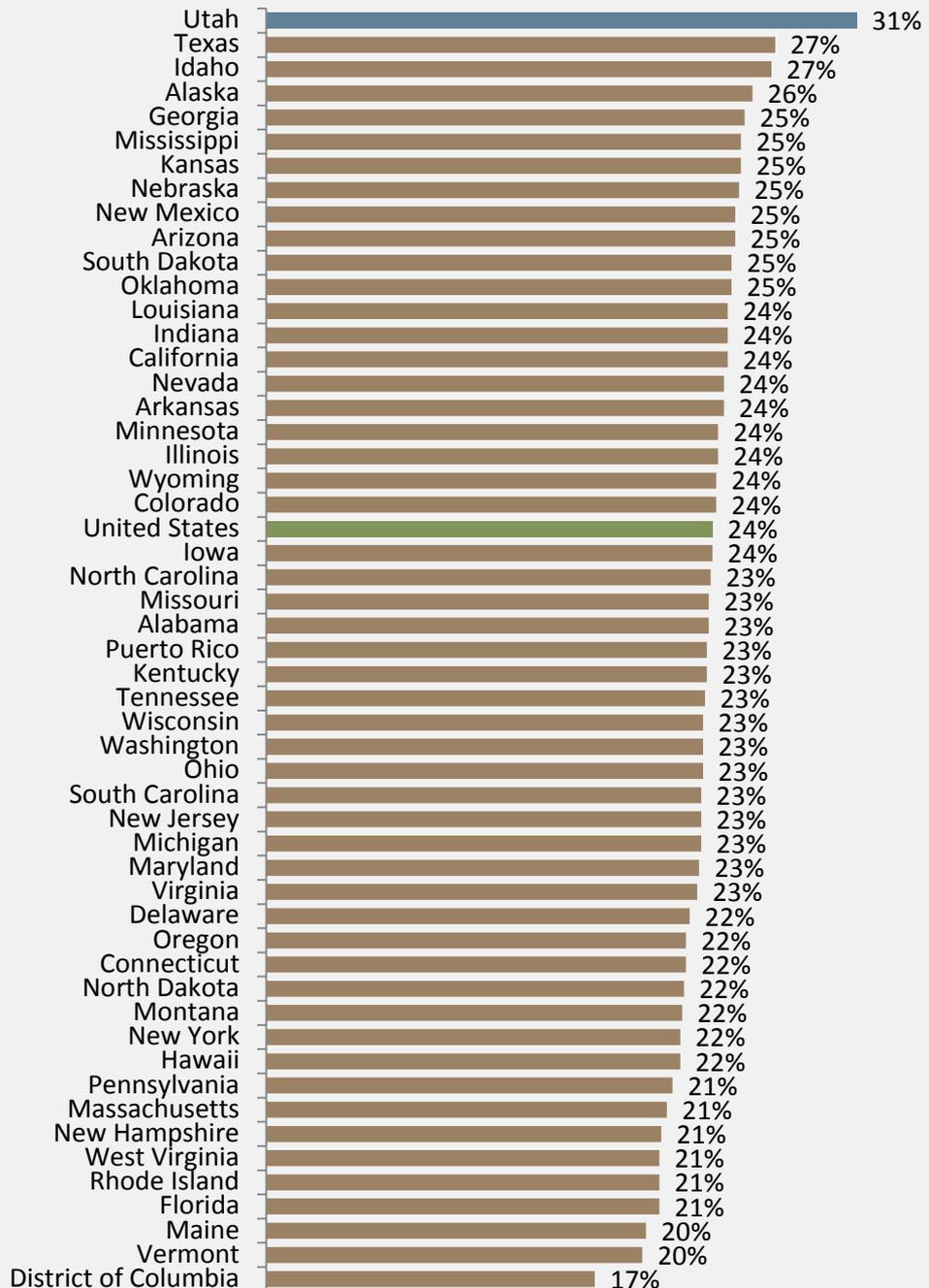


Source: U.S. Census Bureau.



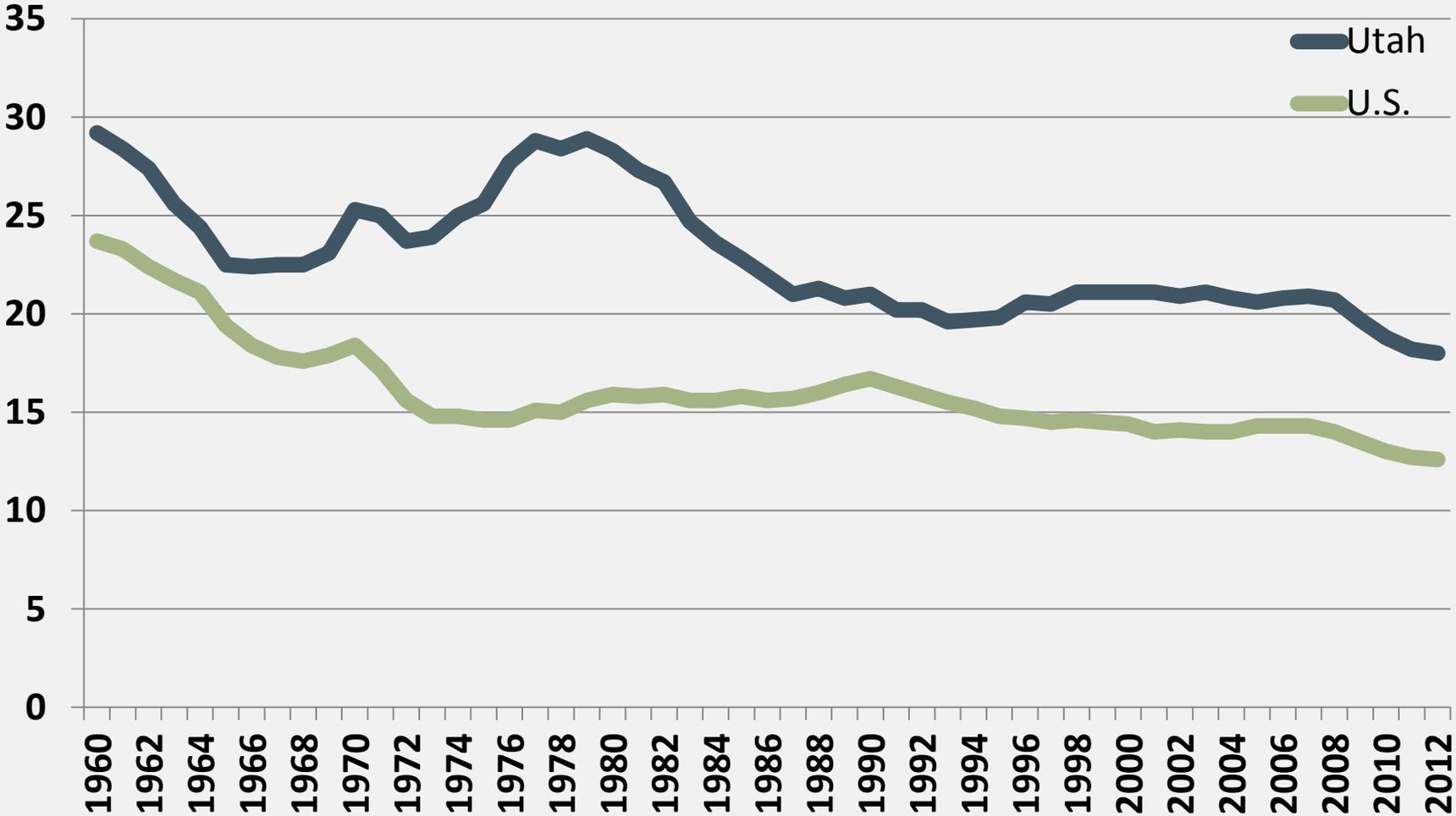
Utah is the youngest state in the nation. . .

Share of 2012 Population Under 18 years



Utah's birthrate remains higher than the national average

Births per 1,000 Population

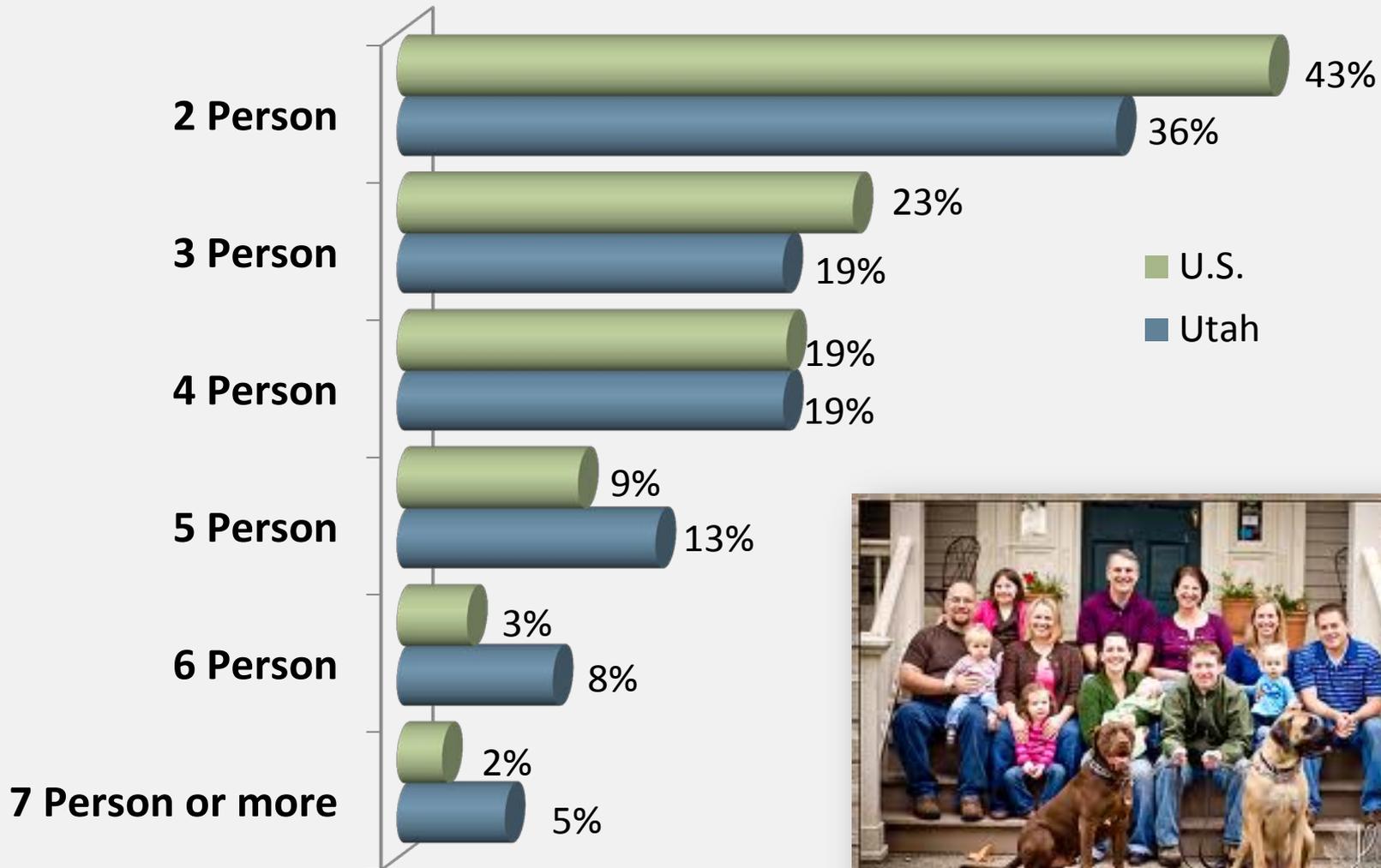


Source: Utah Department of Health.



More births; larger families

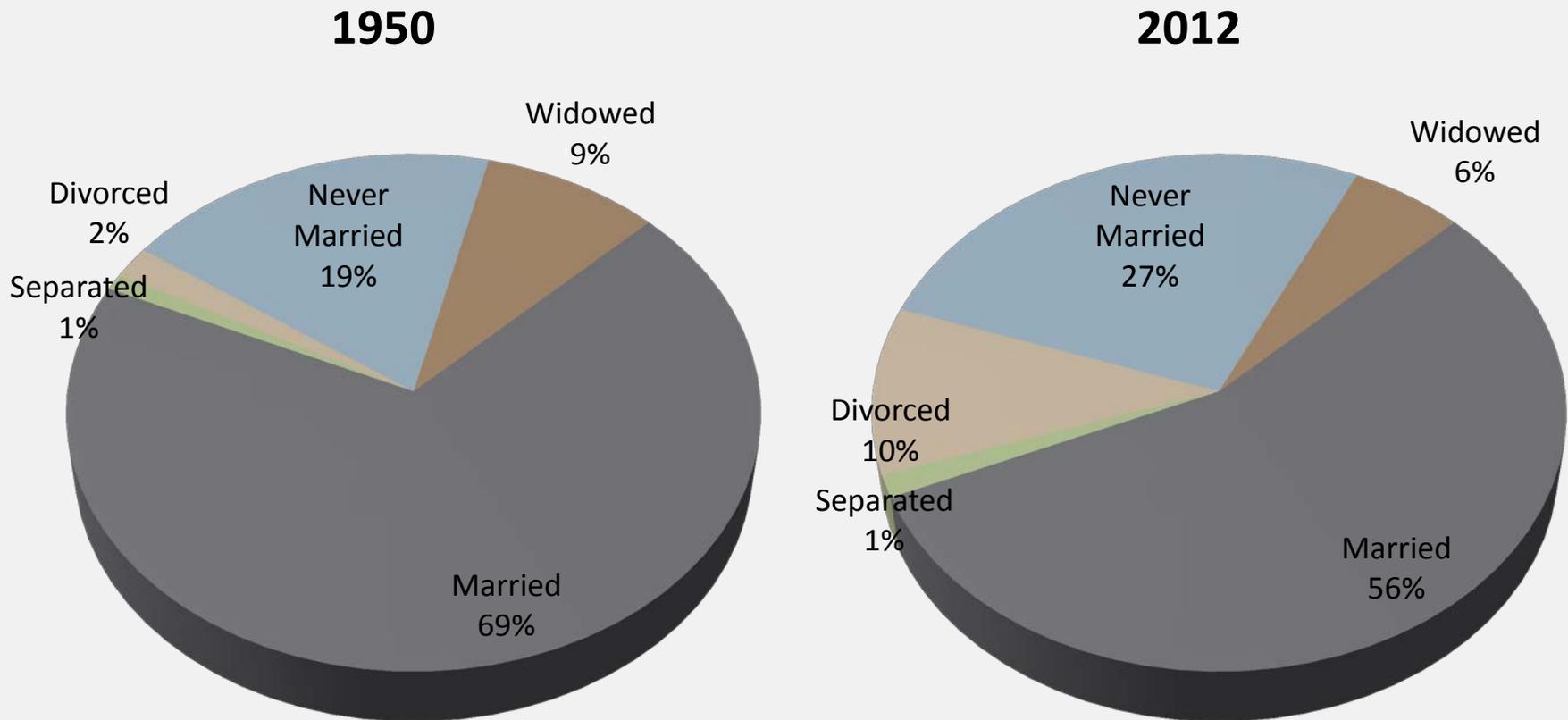
2012 Share of Families by Size



Source: U.S. Census Bureau; American Community Survey.

Utah women are less likely to be married than in the past.

Marital Status of Women 15 Years and Older

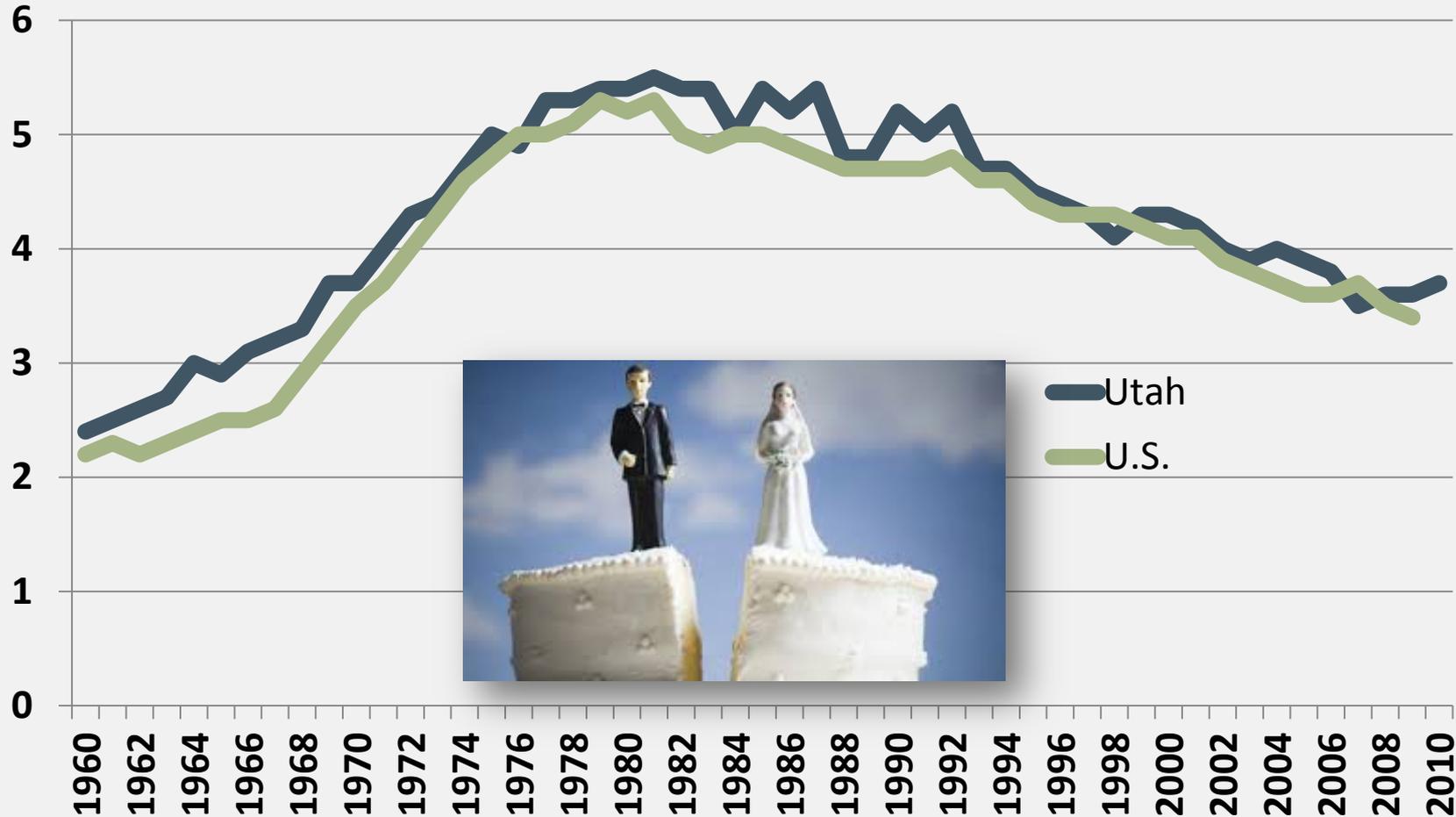


Source: U.S. Census Bureau; American Community Survey.



Yet, Utah's divorce rate measures consistently higher than the U.S. average.

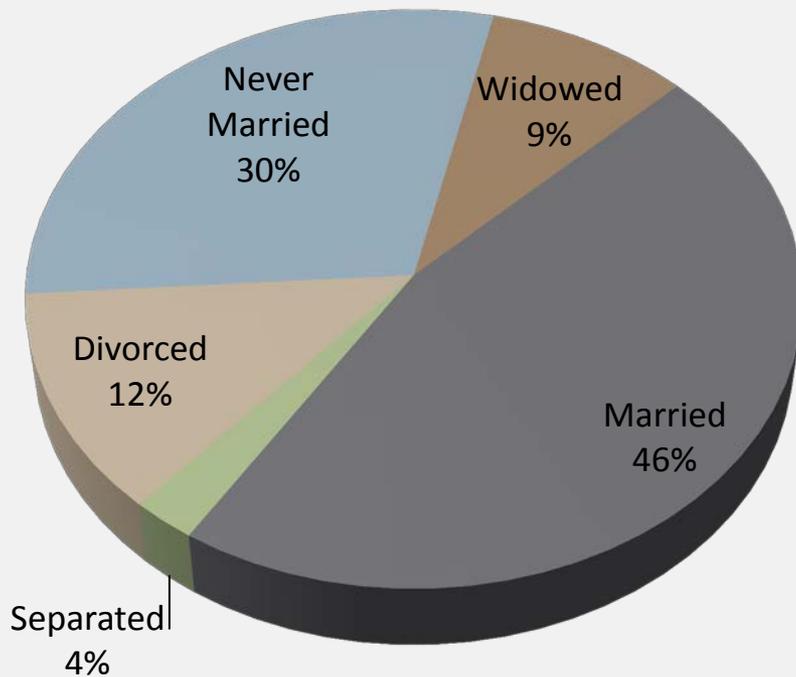
Divorces per 1,000 Population



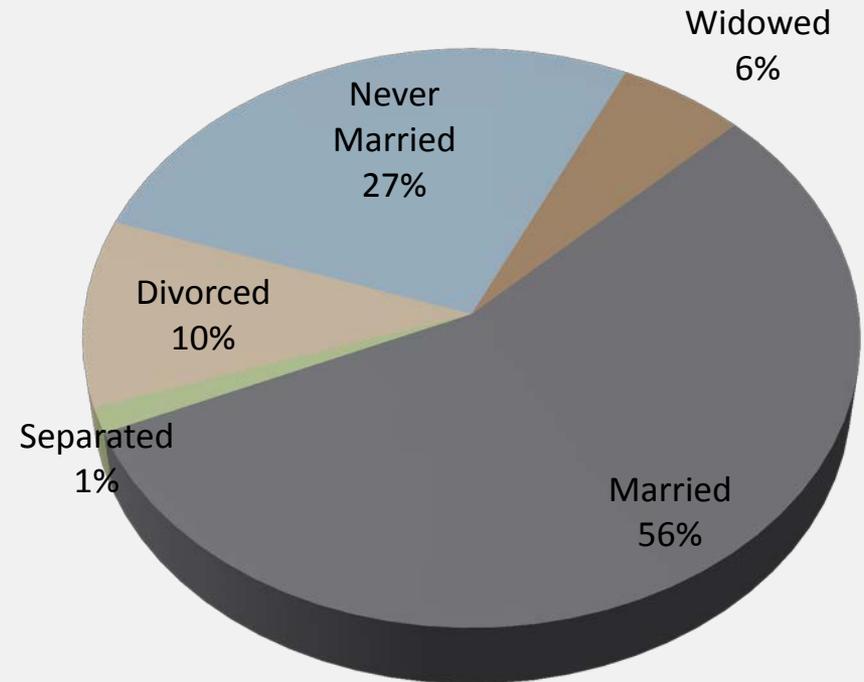
Utah women are more likely to be married than their national peers.

2012 Marital Status of Women 15 Years and Older

United States

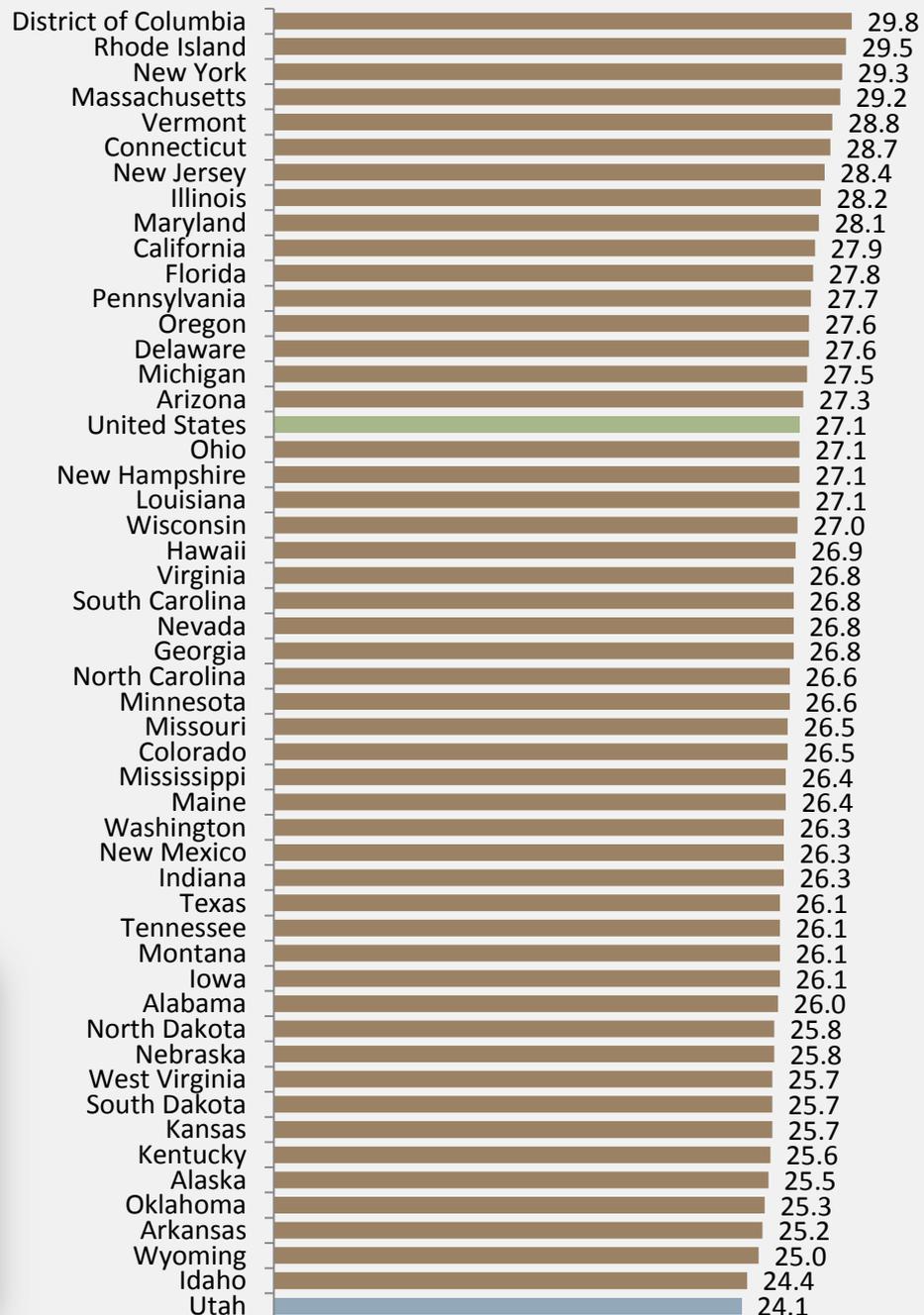


Utah



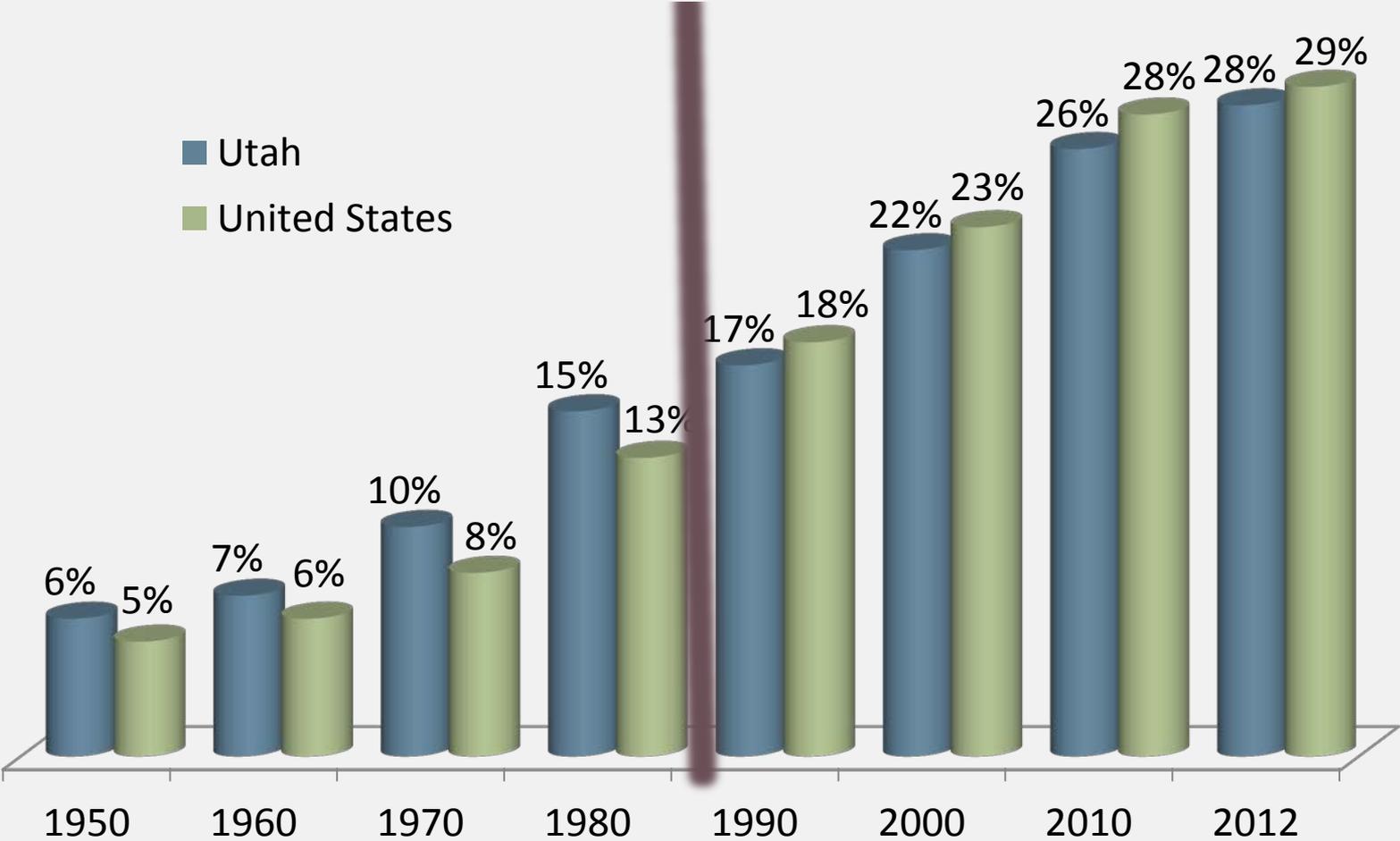
Utah women marry relatively young.

2012 Female
Median Age at
First Marriage



Utah women have lost their education edge.

Share of Population 25 and Older with a Bachelor's Degree



Source: U.S. Census Bureau; American Community Survey.



Utah has the largest male/female college-education gap in the U.S.

2012 Percentage Point Difference between the Share of Men and Women with a Bachelor's Degree



*Population 25 years and over.

Source: U.S. Census Bureau; American Community Survey.

**Utah
women get
married
young**



**Utah women
have more
children and
larger
families**



**Utah women
have lost
their
educational
edge**



**Utah has the
largest
male/female
college education
gap in the country**

**A smaller share
of Utah women
are married
now than in the
past**

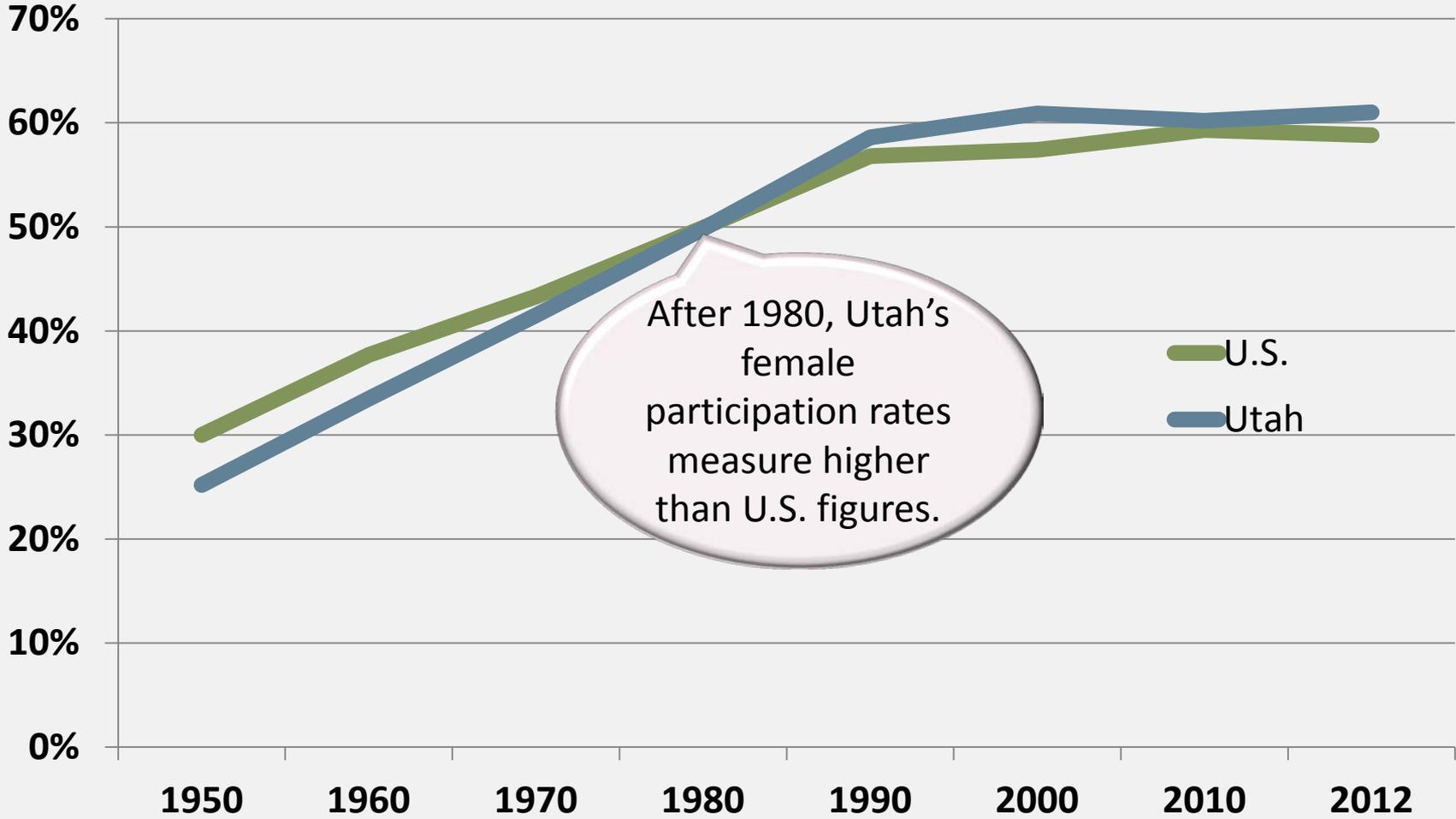


**Utah's divorce
rate trends
higher than the
national
average**



A higher percentage of Utah women participate in the labor force than the U.S. average.

Percent of Women* in the Labor Force



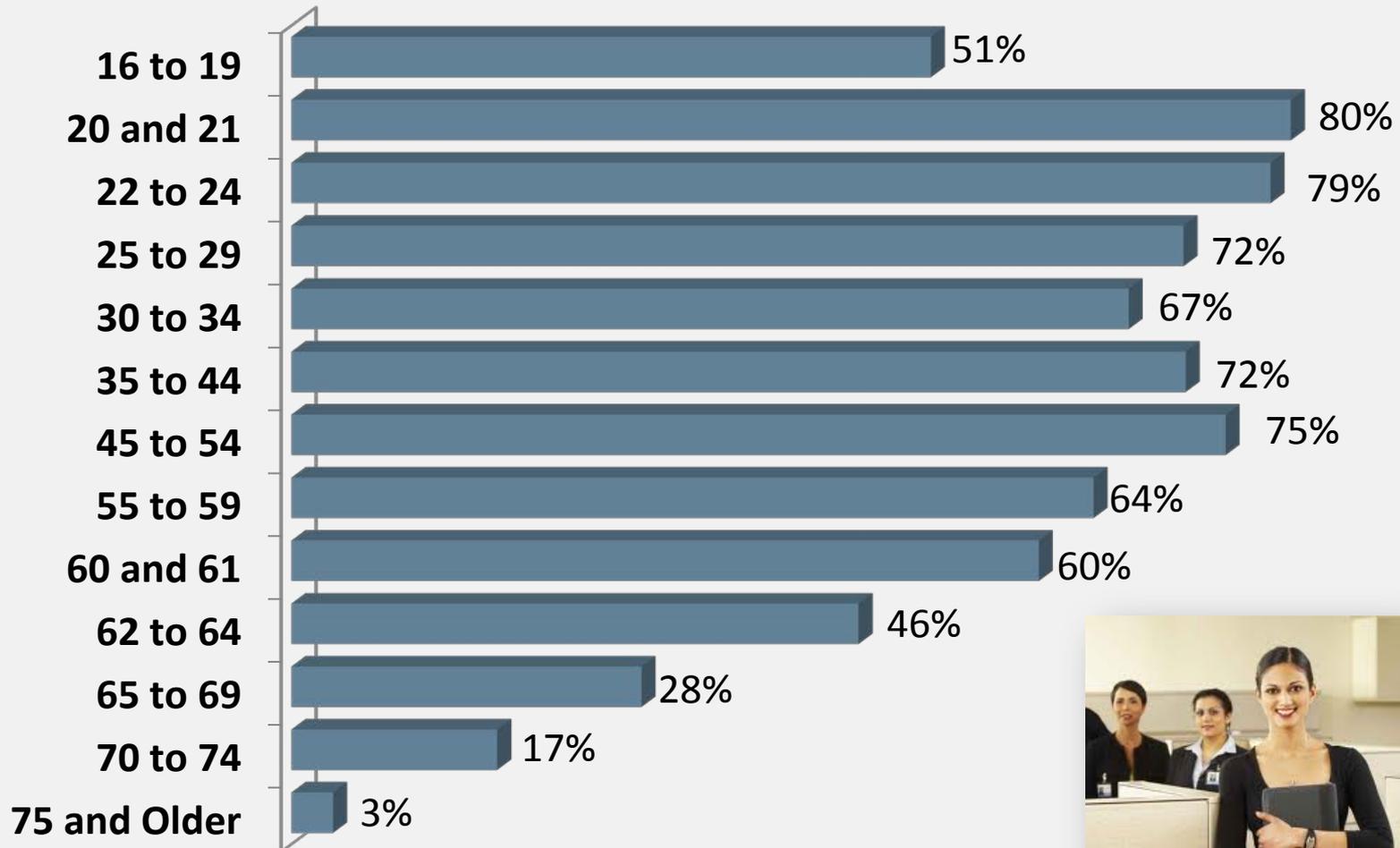
*Population 16 years and over.

Source: U.S. Census Bureau; American Community Survey.



Utah women in their early twenties are most likely to work outside the home.

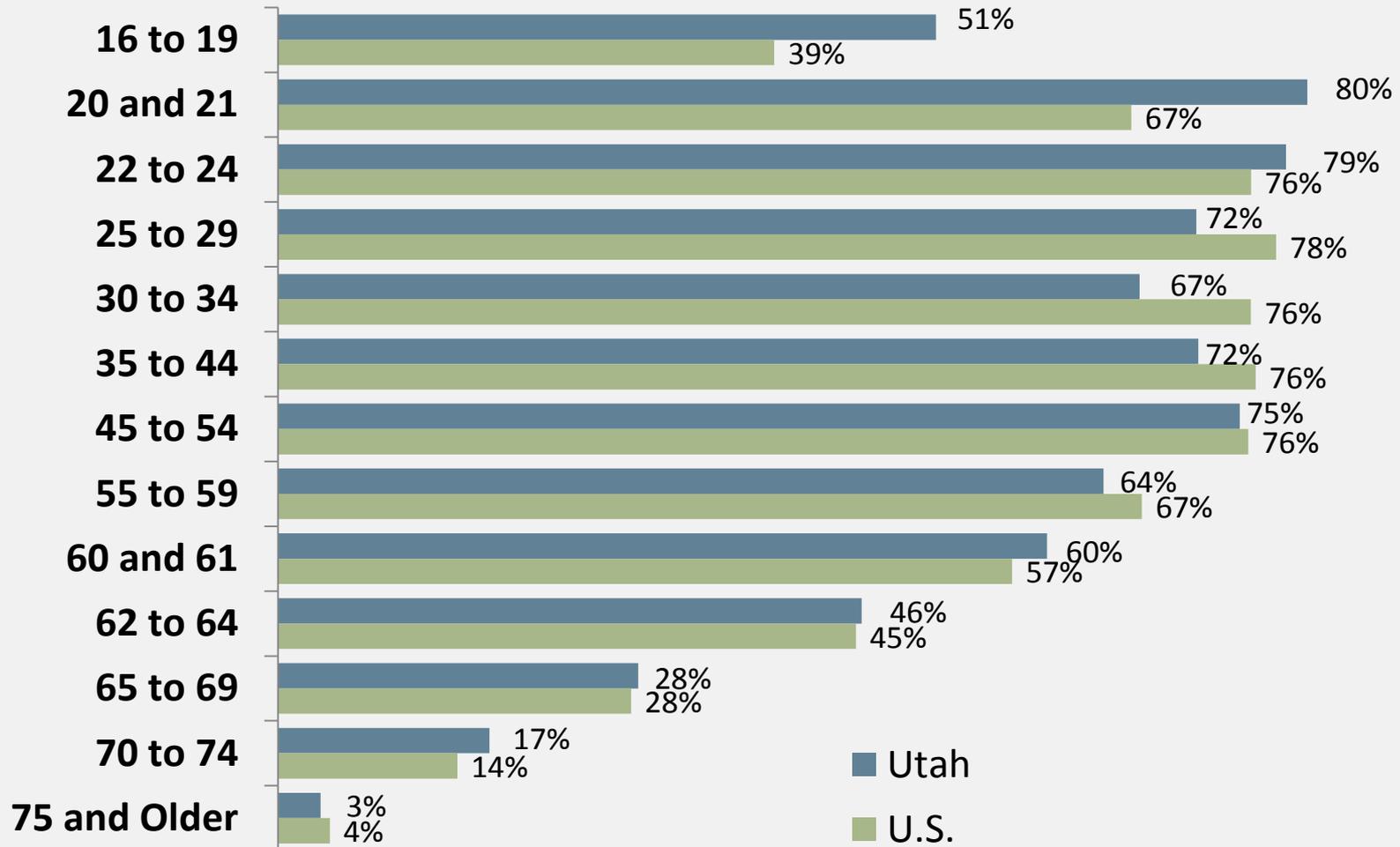
Utah 2012 Labor Force Participation Rate by Age



Source: U.S. Census Bureau; American Community Survey.

Utah women are less likely than U.S. women to participate during the typical child-bearing years.

Utah 2012 Labor Force Participation Rate by Age



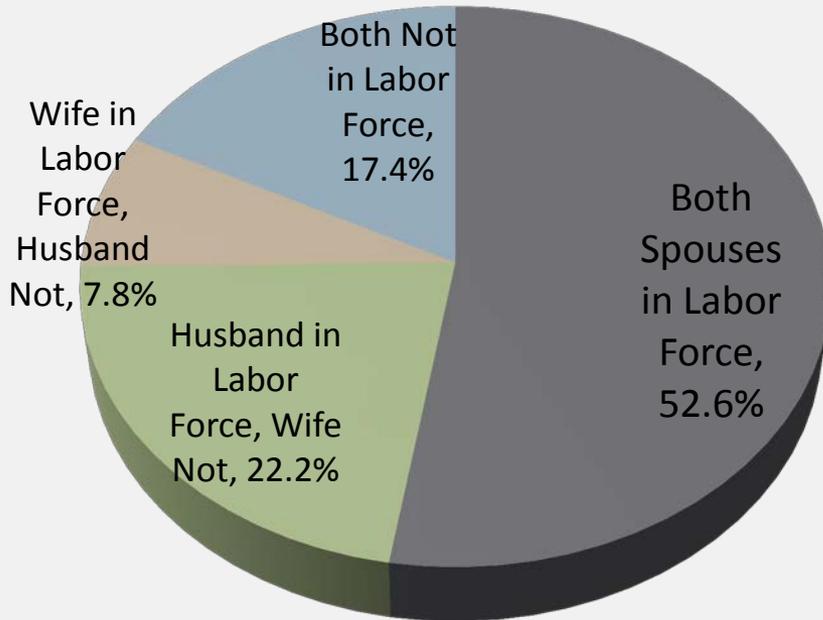
Source: U.S. Census Bureau; American Community Survey.



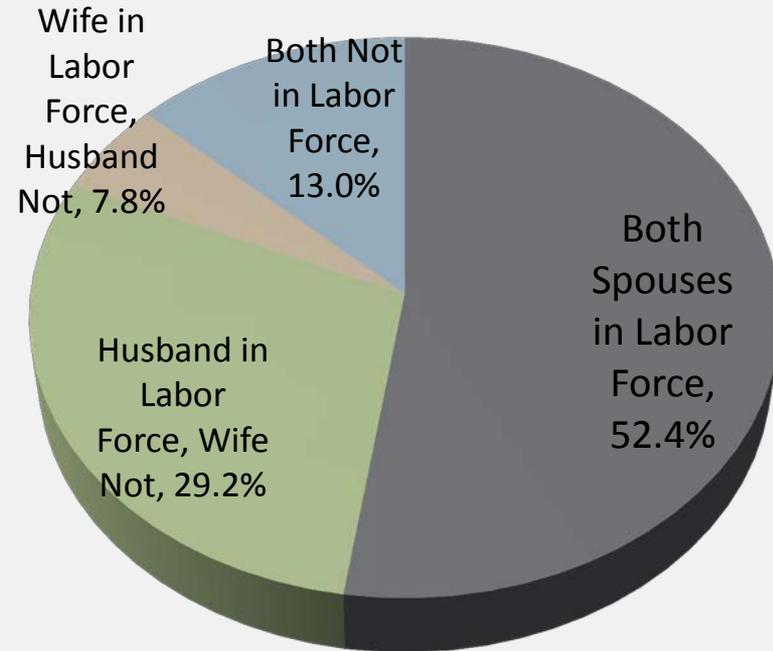
Both spouses participate in the labor market at a rate comparable to the U.S.

Utah 2012 Labor Force Participation of Married Couple Families

United States



Utah

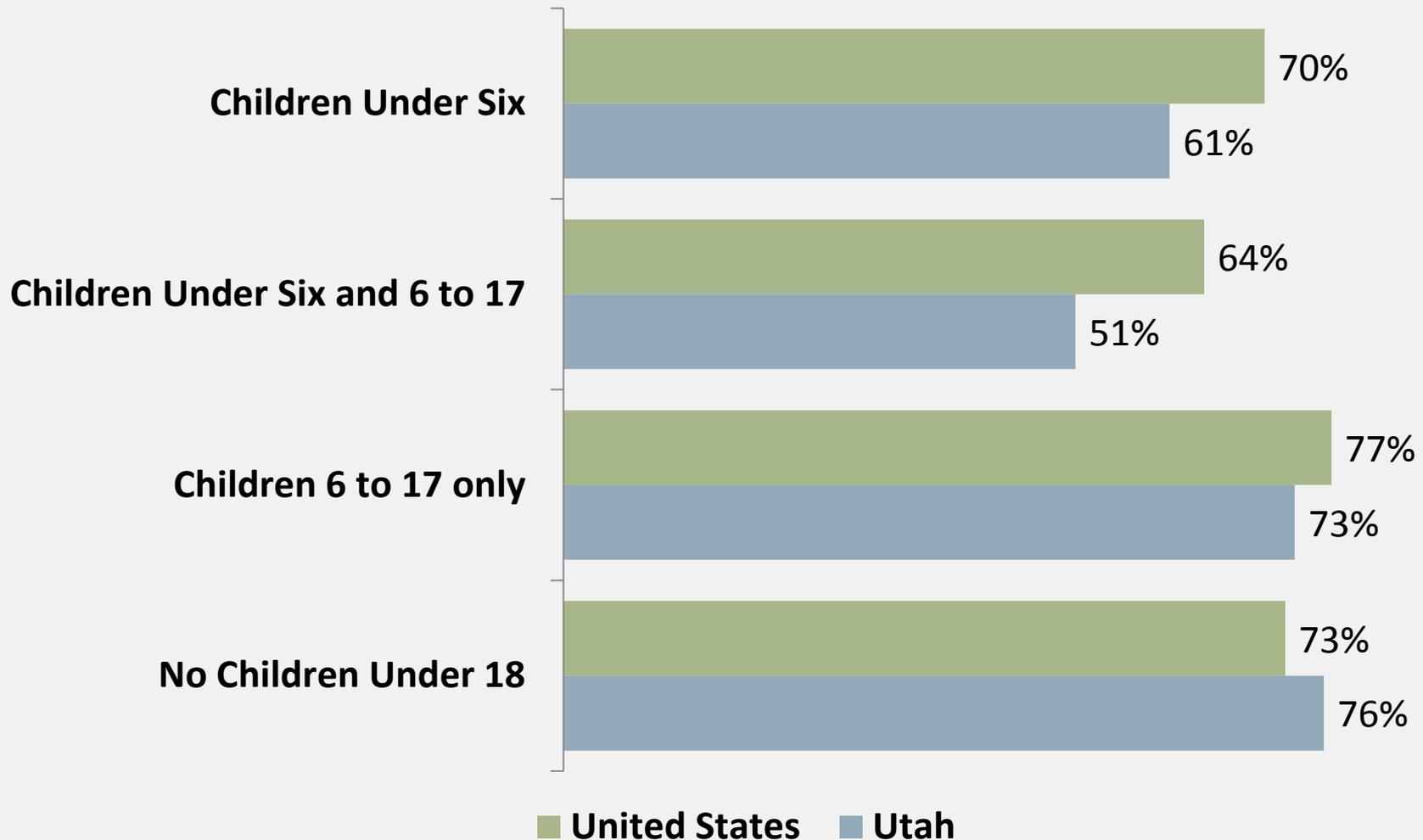


Source: U.S. Census Bureau; American Community Survey.



Utah mothers of young children are much less likely to work than U.S. mothers.

Utah 2012 Labor Force Participation of Women* with Children



*Women 20 to 64 years.

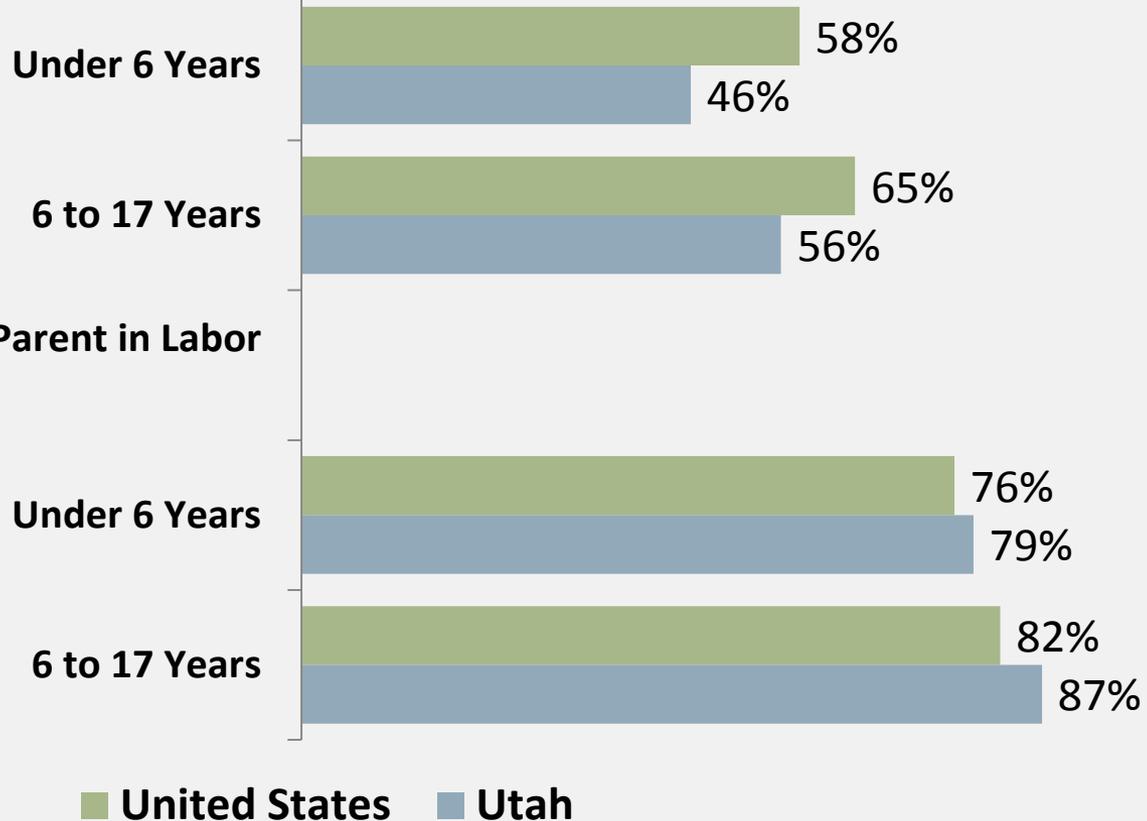
Source: U.S. Census Bureau; American Community Survey.



Utah children are less likely to have both parents in the labor force.

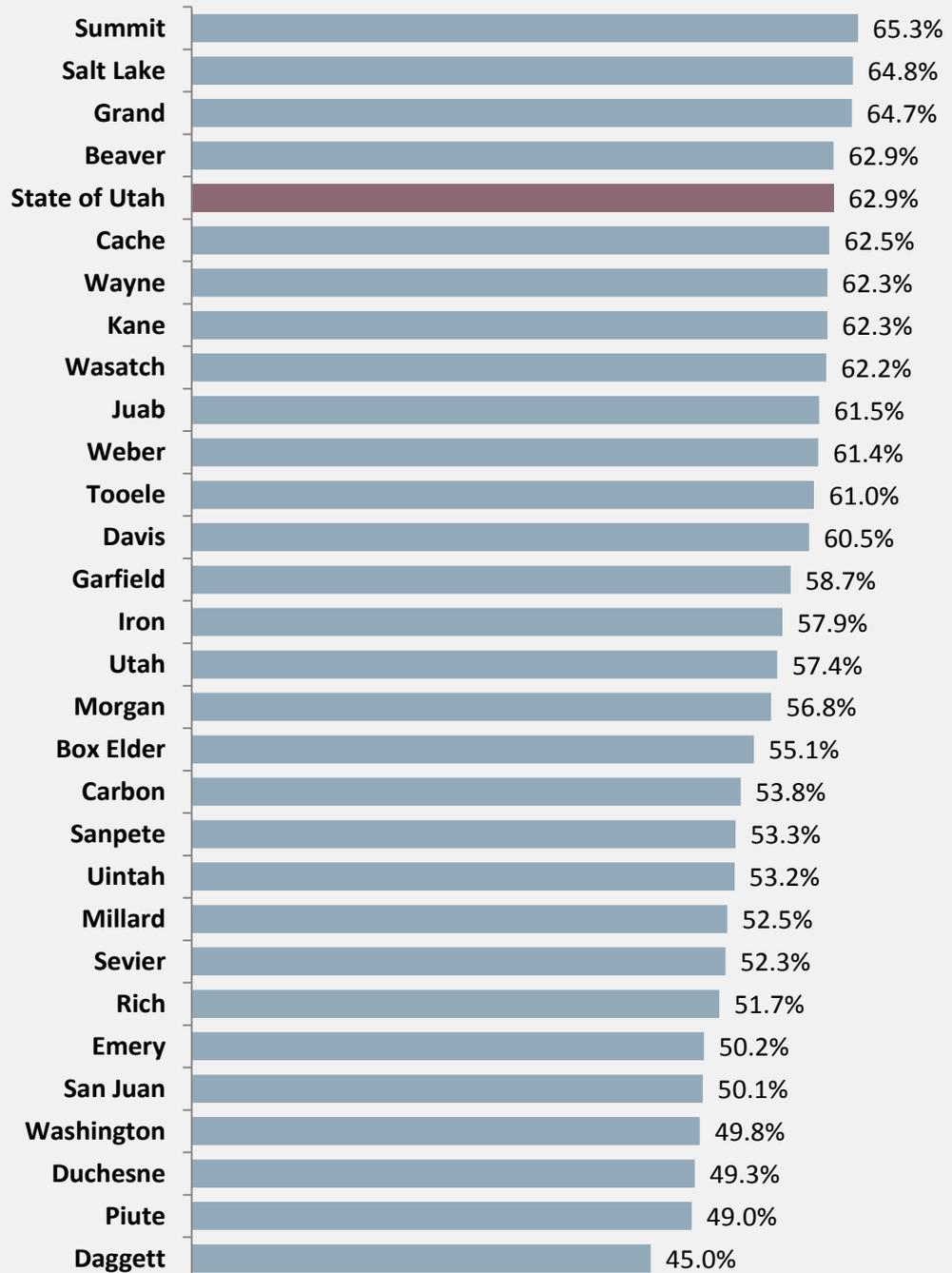
Utah 2012 Labor Force Participation of Parents

Living with Two Parents, Both Parents in Labor Force



County female participation rates vary widely.

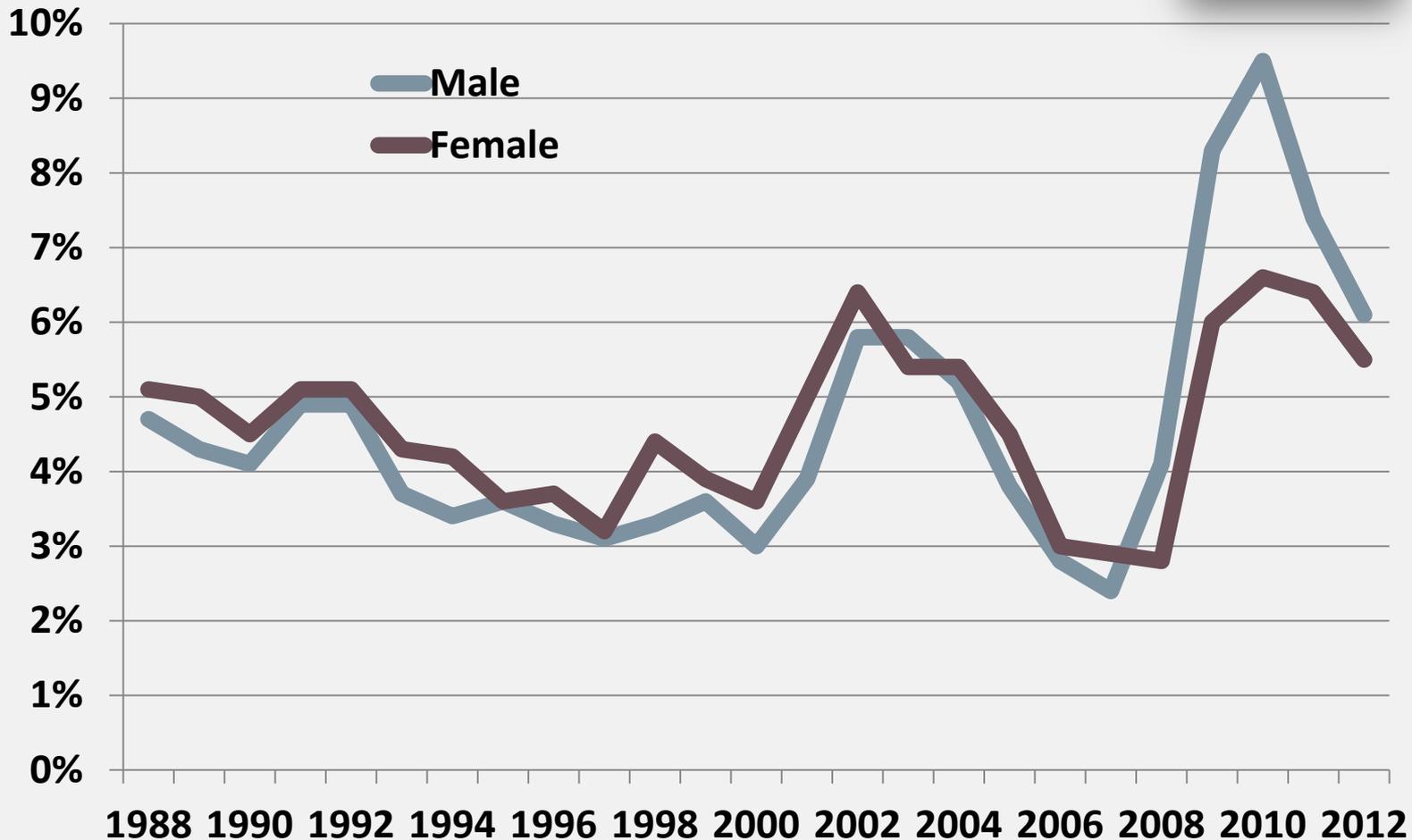
2008-2012 Female Labor Force Participation Rates



Women typically show higher unemployment rates than men.

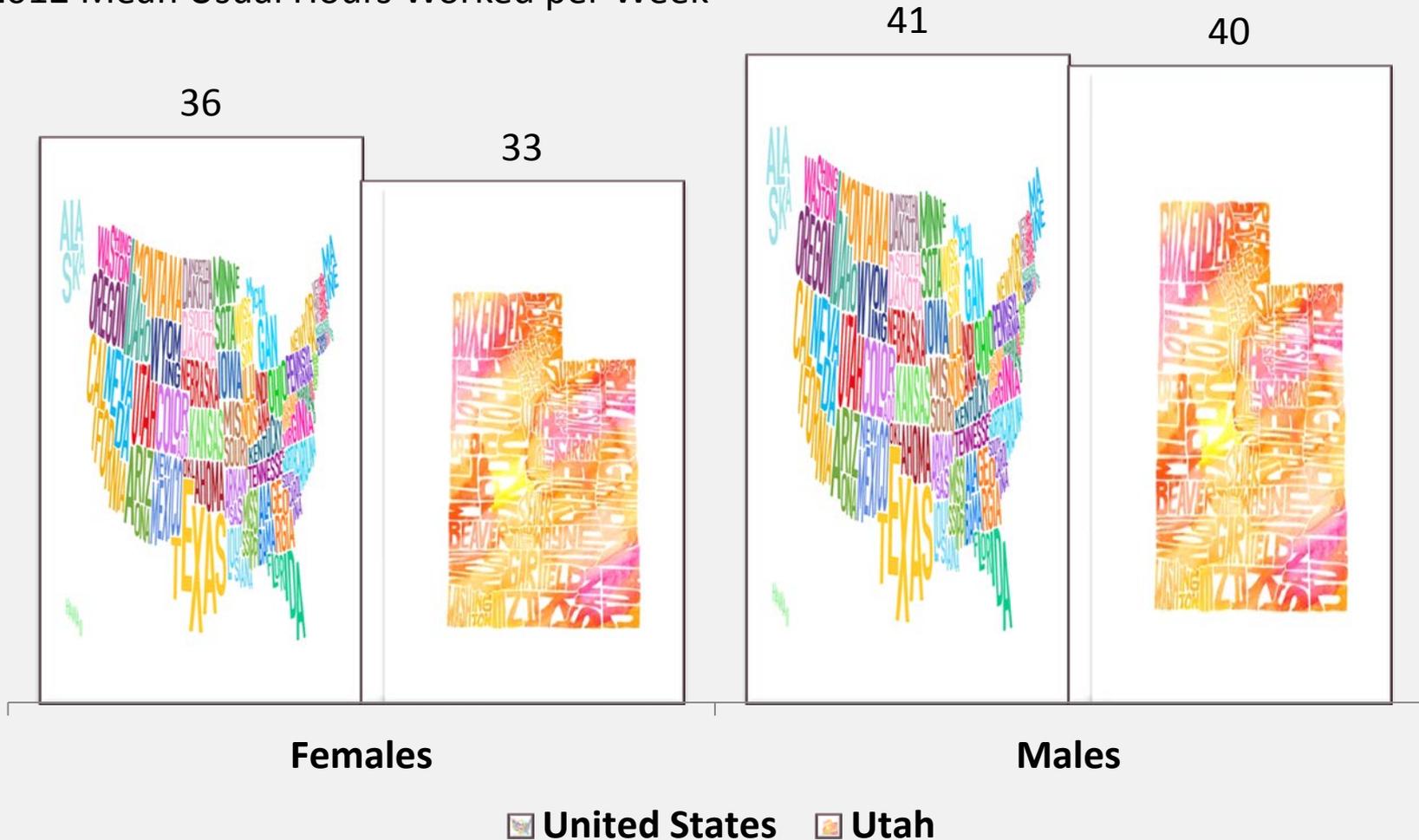


Utah Unemployment Rates



Utah women work fewer hours than their U.S. counterparts

2012 Mean Usual Hours Worked per Week

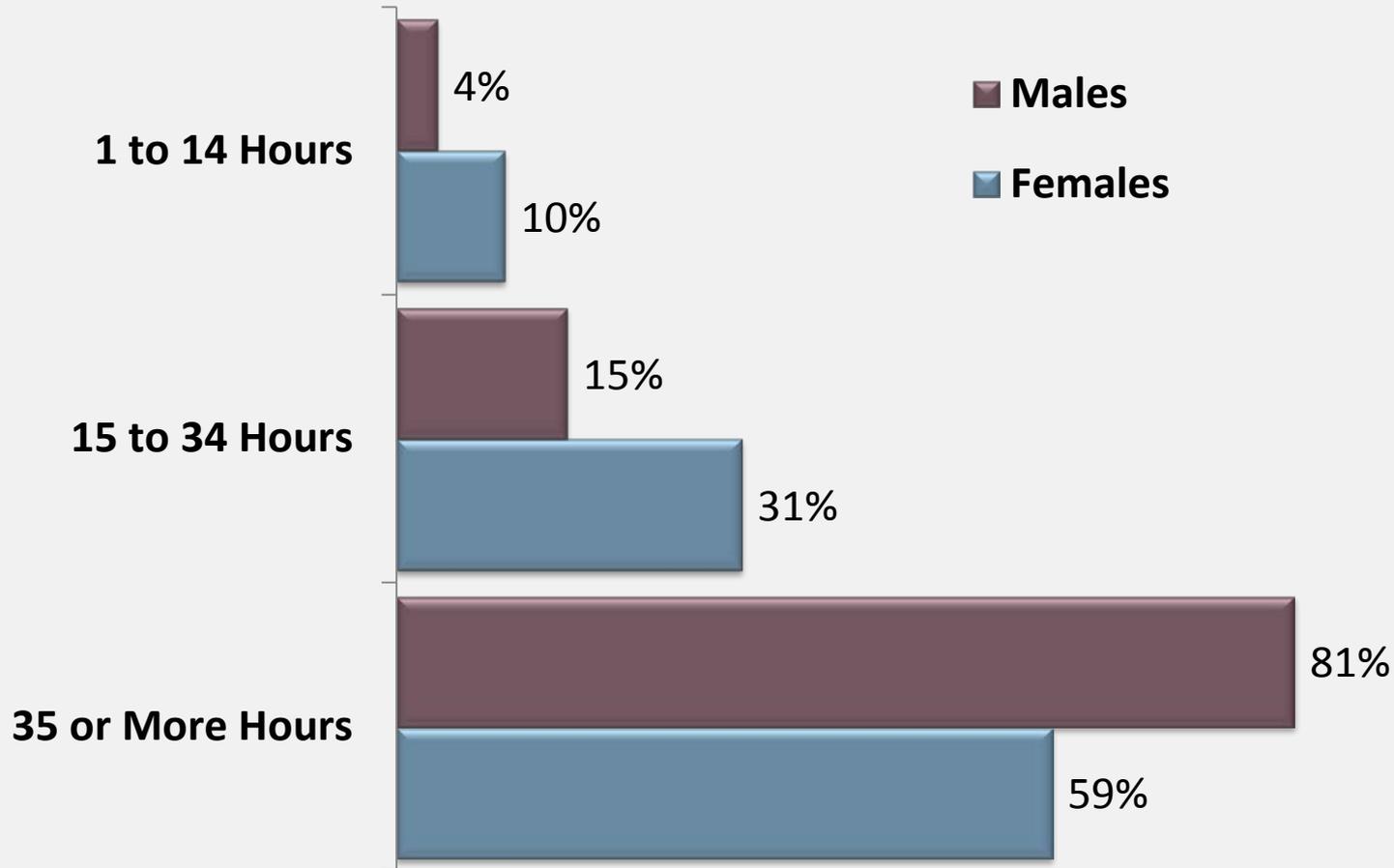


Source: U.S. Census Bureau; American Community Survey.



Utah women are more likely to work part-time.

2012 Share of Workers by Usual Hours Worked per Week

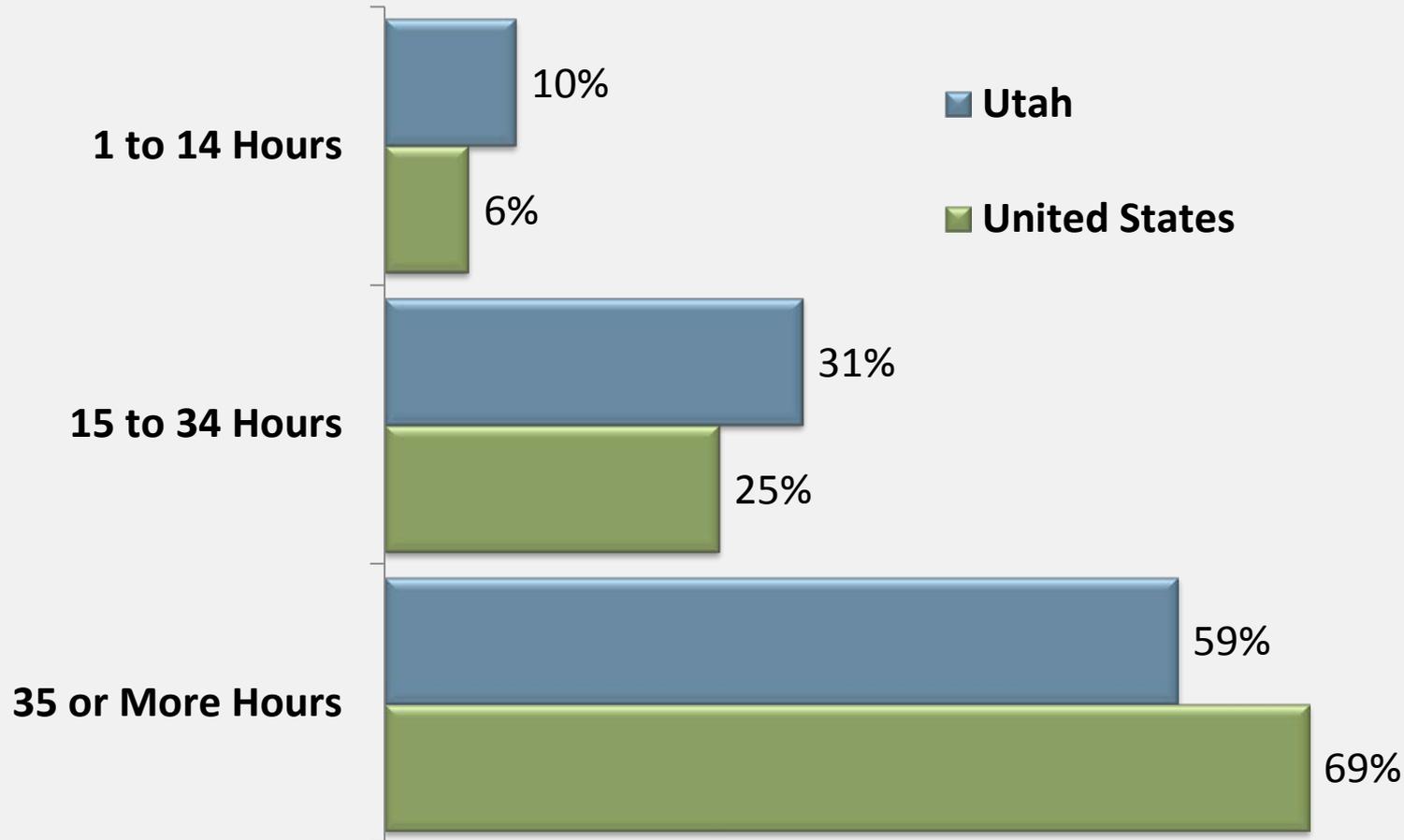


Source: U.S. Census Bureau; American Community Survey.



Utah women are more likely to work part-time.

2012 Share of Workers by Usual Hours Worked per Week

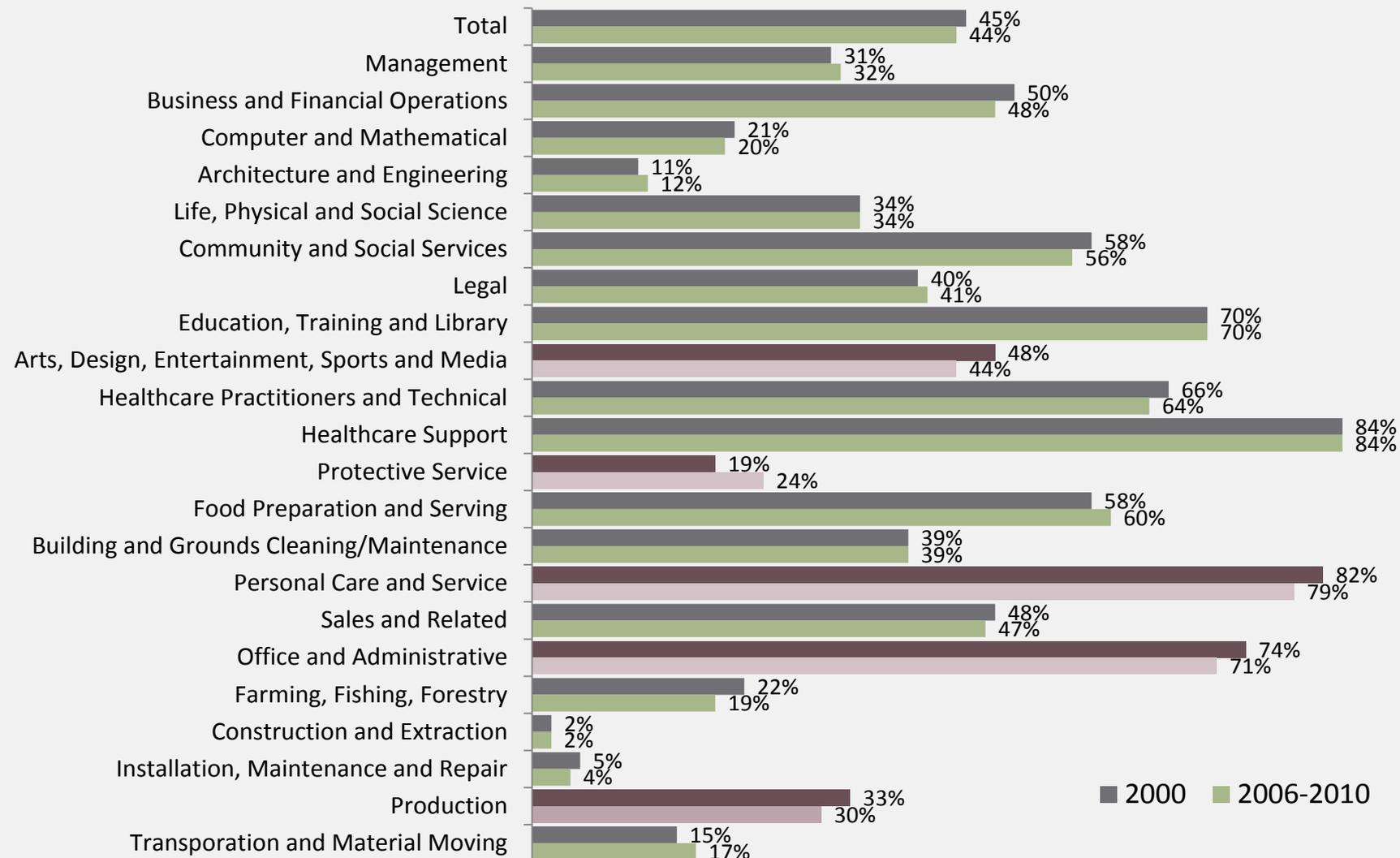


Source: U.S. Census Bureau; American Community Survey.



Utah women moved into production and protective service occupations.

Utah Female Share of Major Occupations

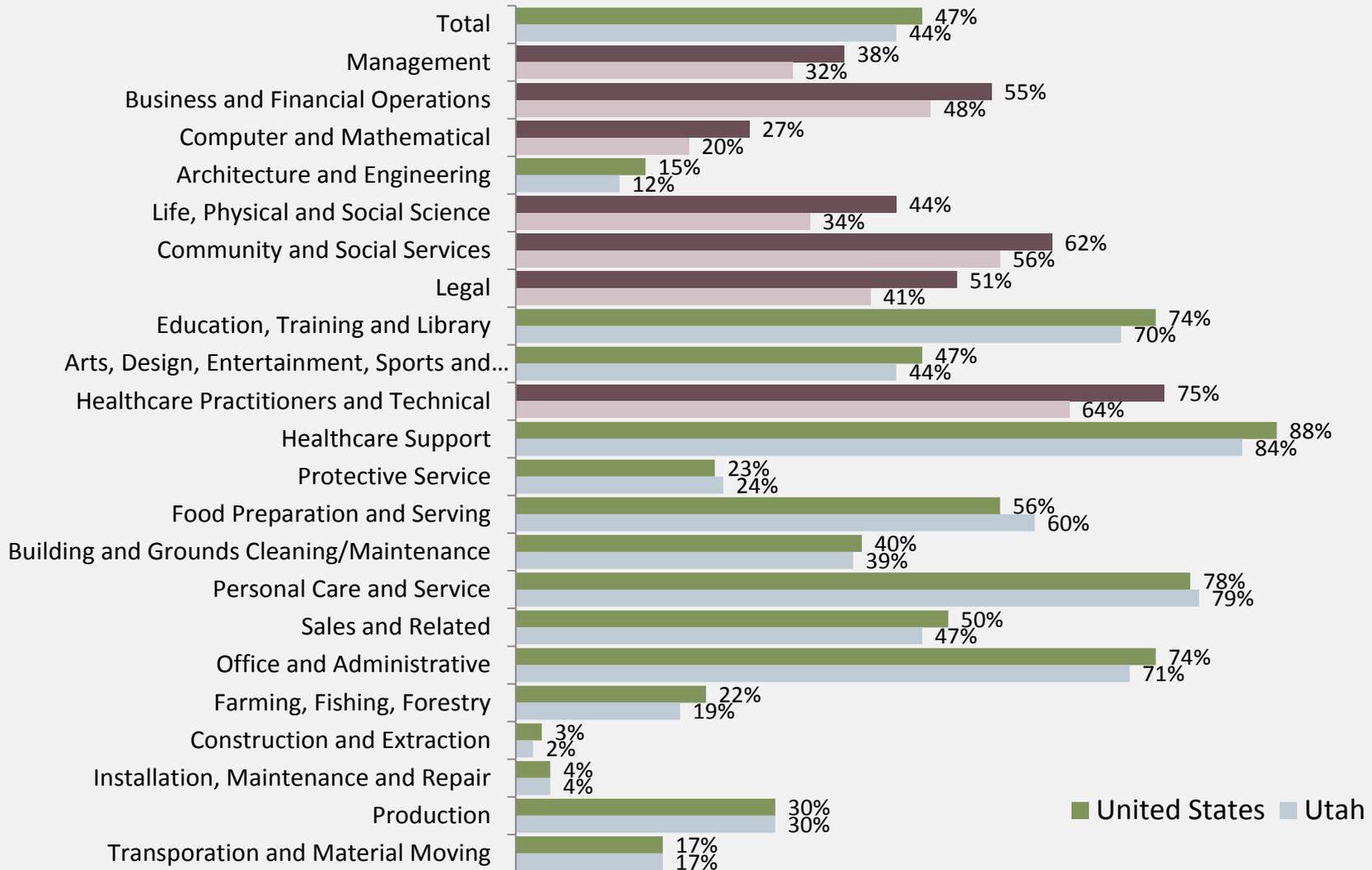


Source: U.S. Census Bureau; EEO Tabulation.



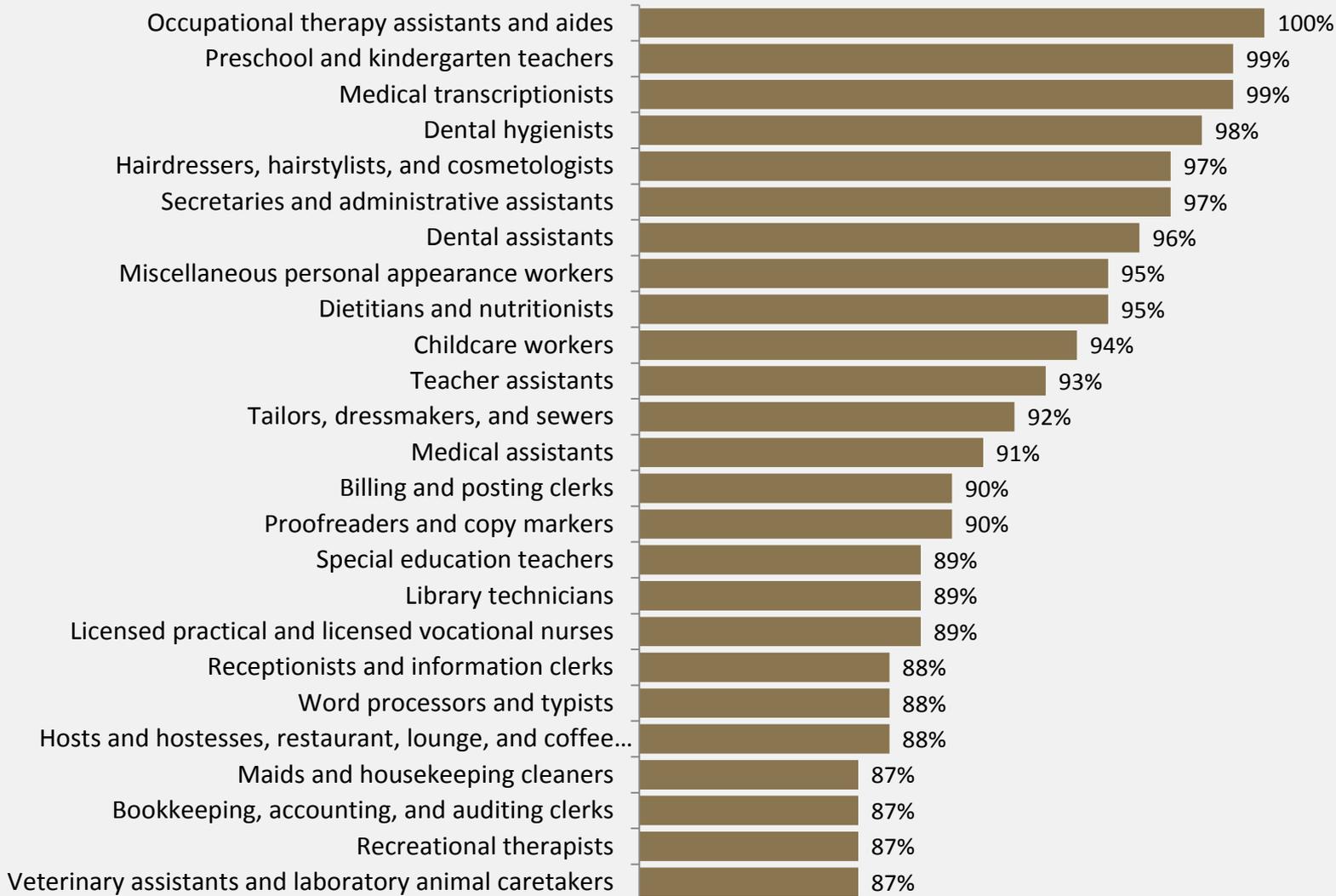
Utah women are not as well-represented as U.S. women in most higher-paying occupations.

2006-2010 Female Share of Major Occupations



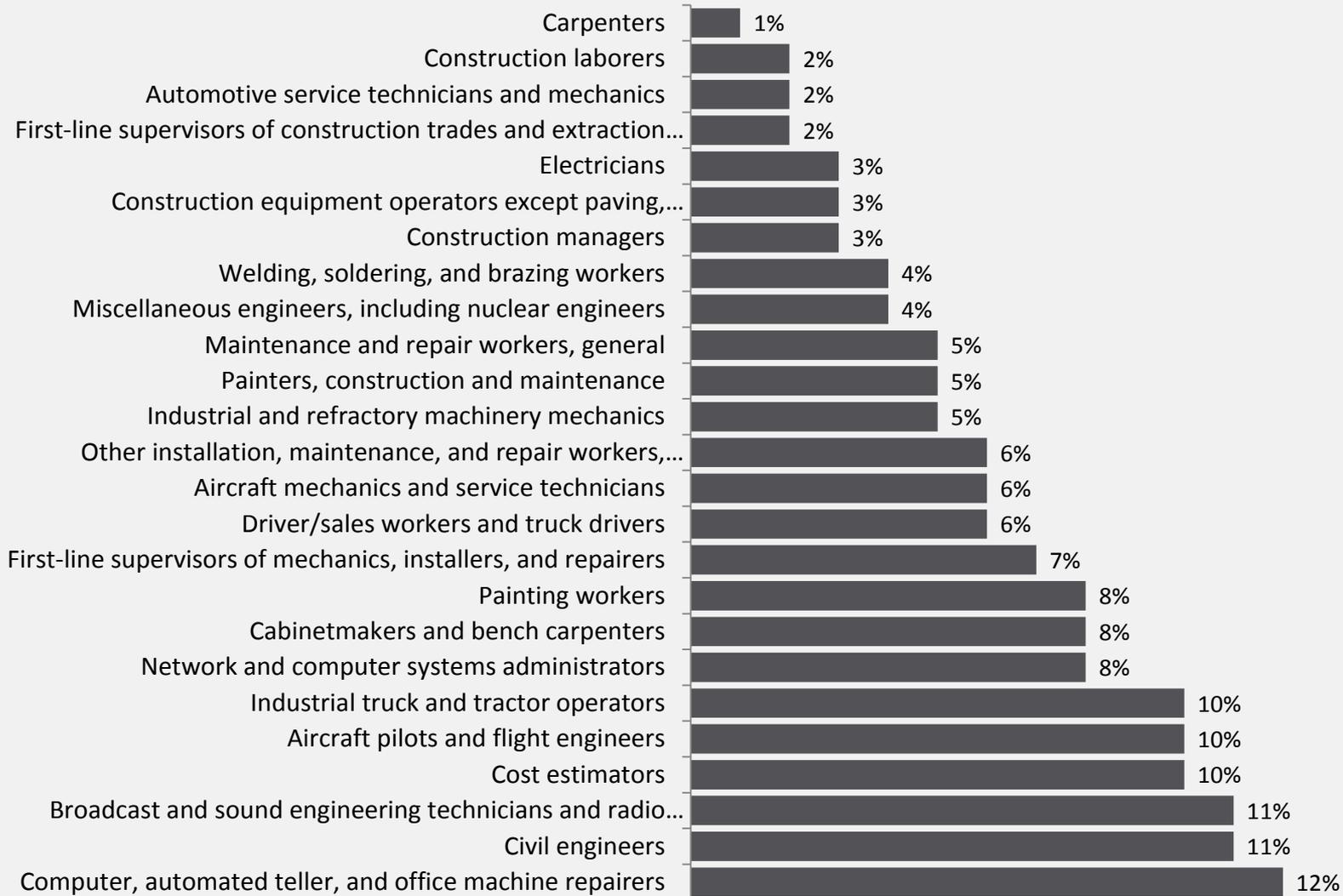
Many lower-paying occupations are dominated by Utah women.

2006-2010 Utah Female-dominated Occupations



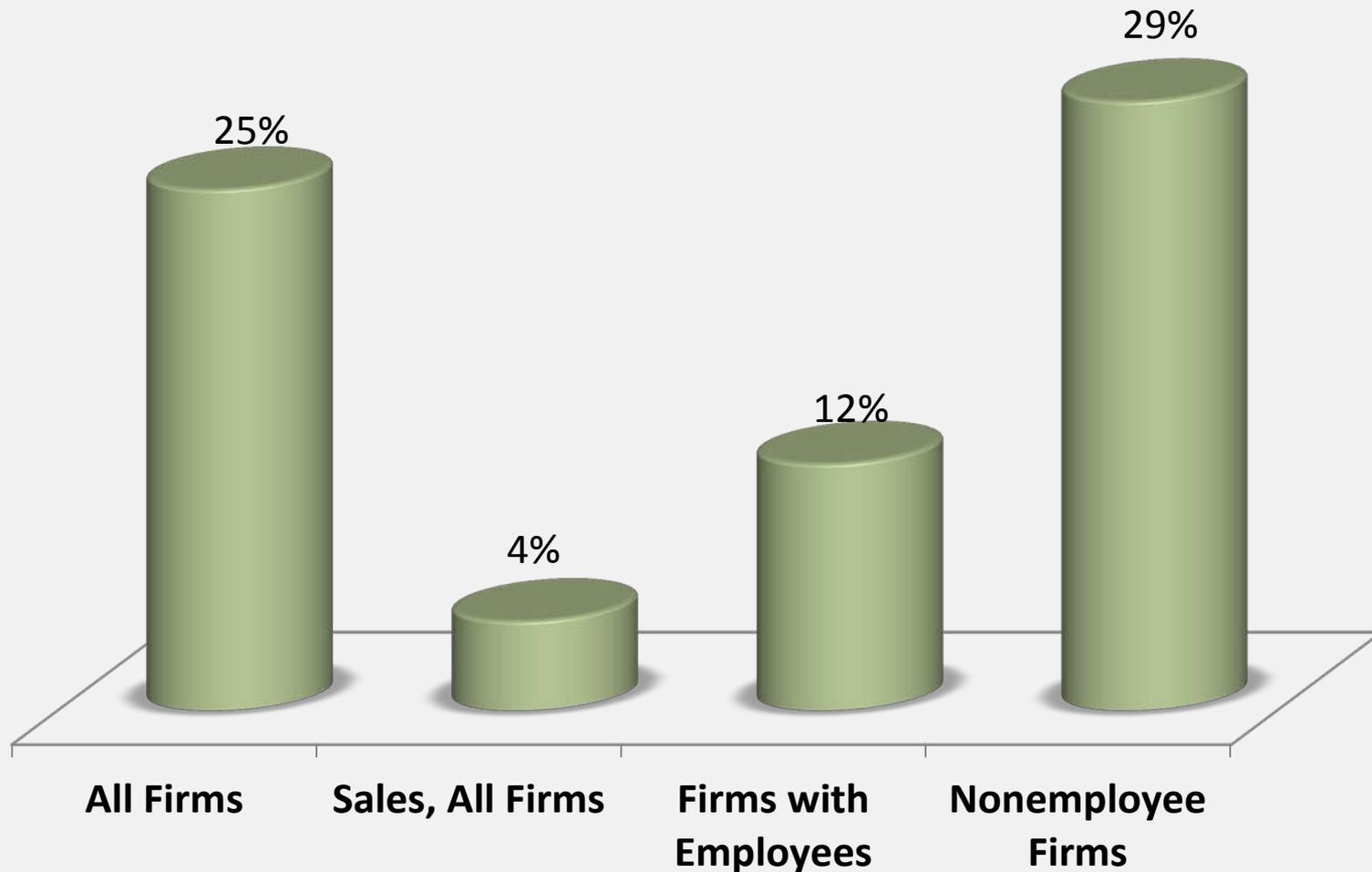
Many higher-paying occupations are dominated by Utah men.

2006-2010 Utah Male-dominated Occupations



Utah's women-owned businesses account for a small share of total sales.

2007 Women-owned Firms as a Share of Total Firms



Source: U.S. Census Bureau; Survey of Business Owners.



**Most Utah
Women
Work**



**Most Married
Utah Women
Work Outside
the home**



**Most Utah
Mothers
Work
Outside the
Home**



**Utah Shows
Higher Female
Labor Force
Participation than
the U.S.**

**Utah women
have been
slower to move
into higher-
paying
occupations**



**Utah women
work fewer
hours than
Utah men**



The gap in wages has lessened.

U.S. Female Median Usual Weekly Earnings as Percentage of Male Usual Weekly Earnings



Source: U.S. Bureau of Labor Statistics; Current Population Survey.

Statistically, Utah women make less than Utah men.

2012 Utah Median Earnings of Year-Round, Full-time Workers

\$34,062



Women

\$48,540



Men

Source: U.S. Census Bureau; Survey of Business Owners.



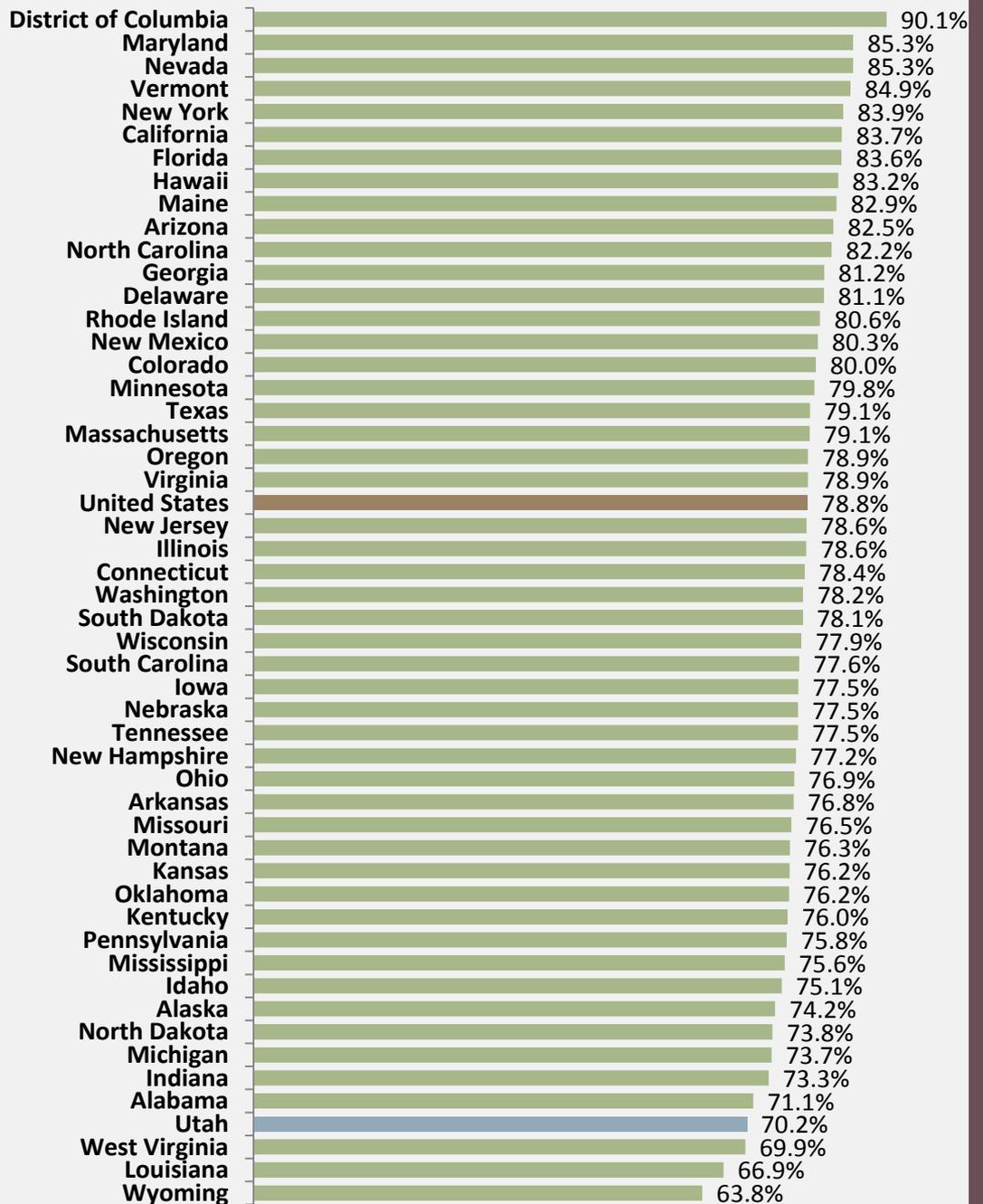
On average, Utah women make 70 cents compared to the Utah male's dollar

Utah Female Median Annual Earnings
as a Percent of Male Median Annual Earnings, 2012



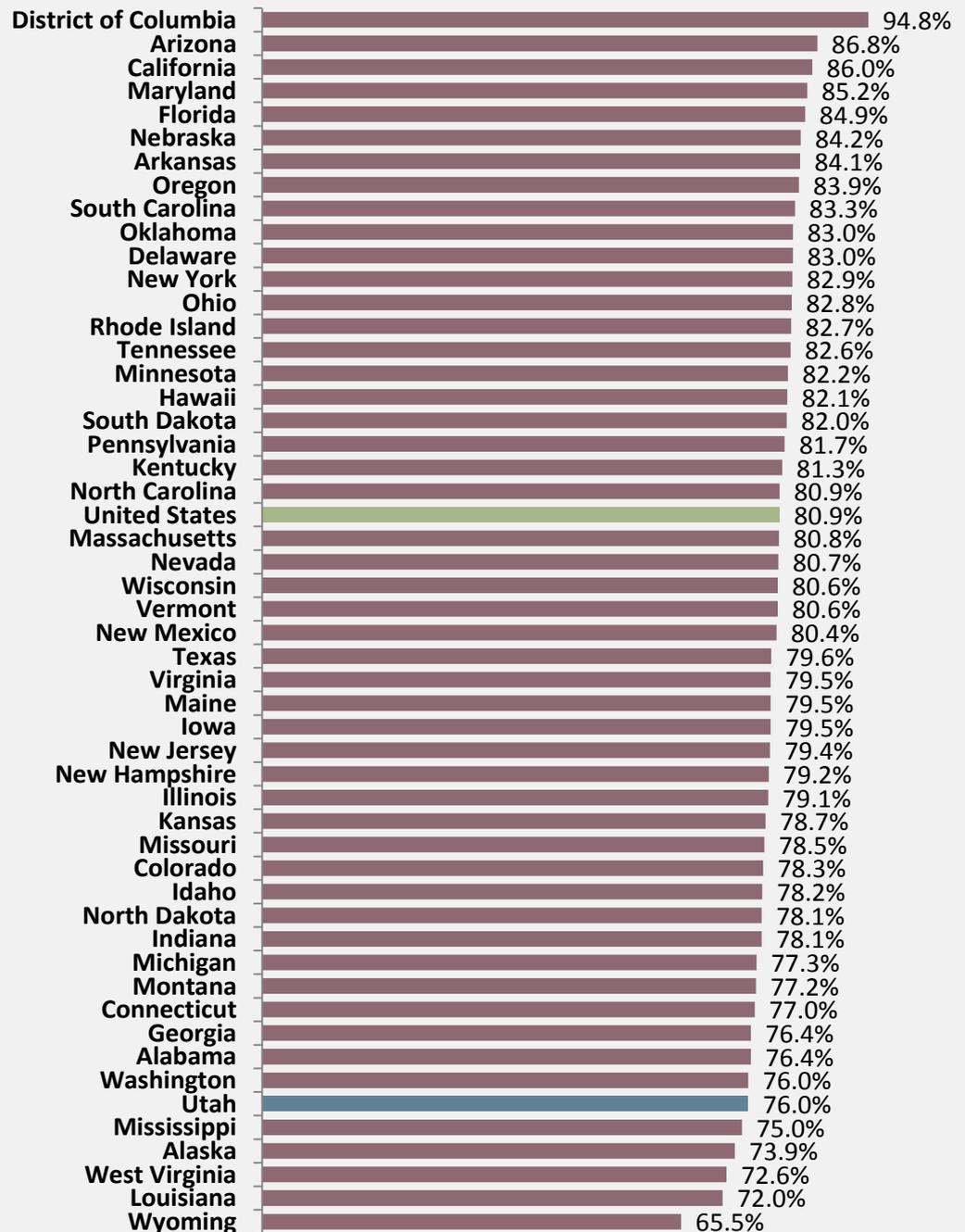
Utah women have the fourth-largest wage gap in the nation.

2012 Annual Female Median Earnings as a Percentage of Male Median Earnings, Year-Round, Full-time Workers



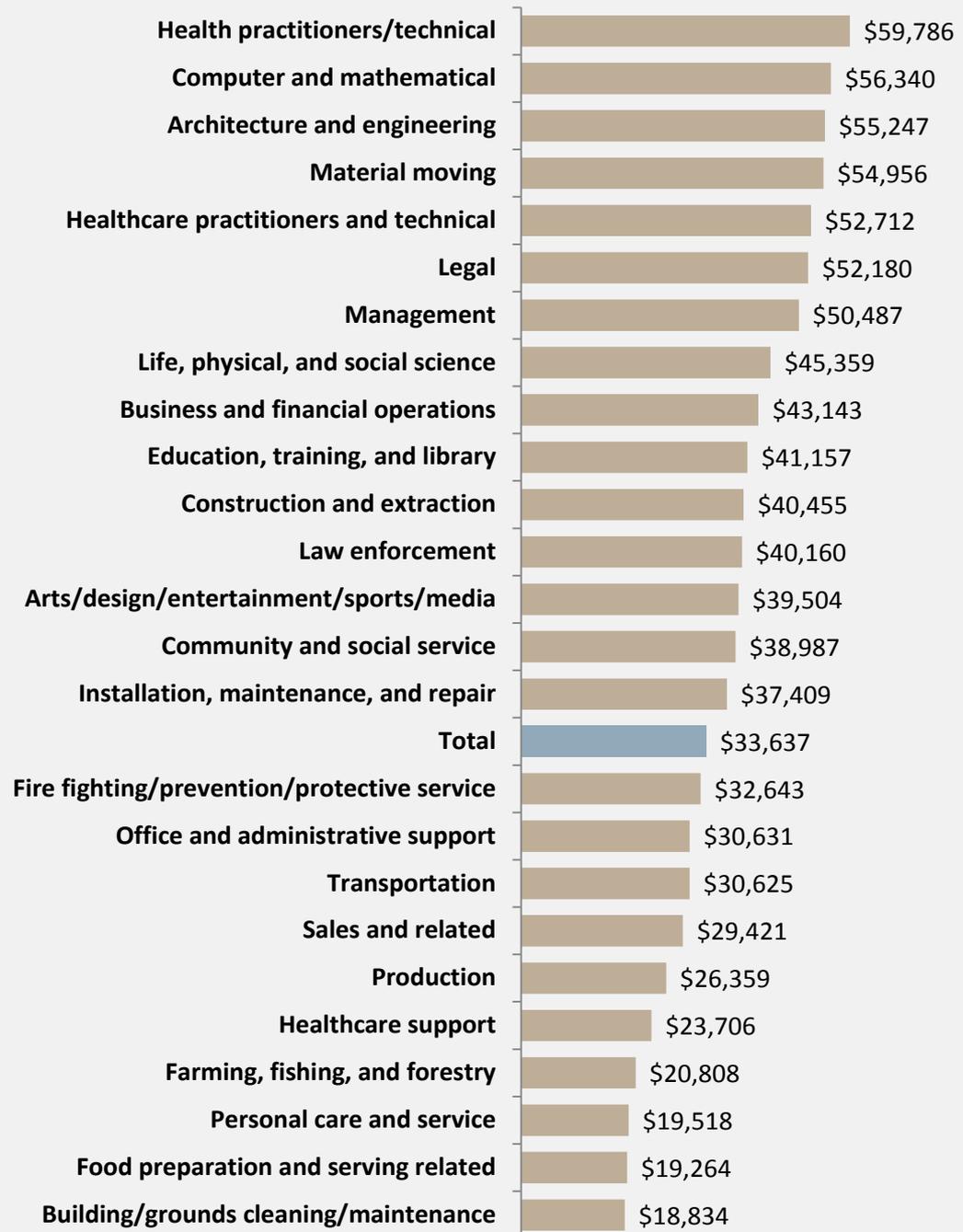
Changing to weekly earnings, closes the wage gap.

2012 Female Median Usual Weekly Earnings as a Percentage of Male Median Earnings, Full-time Workers



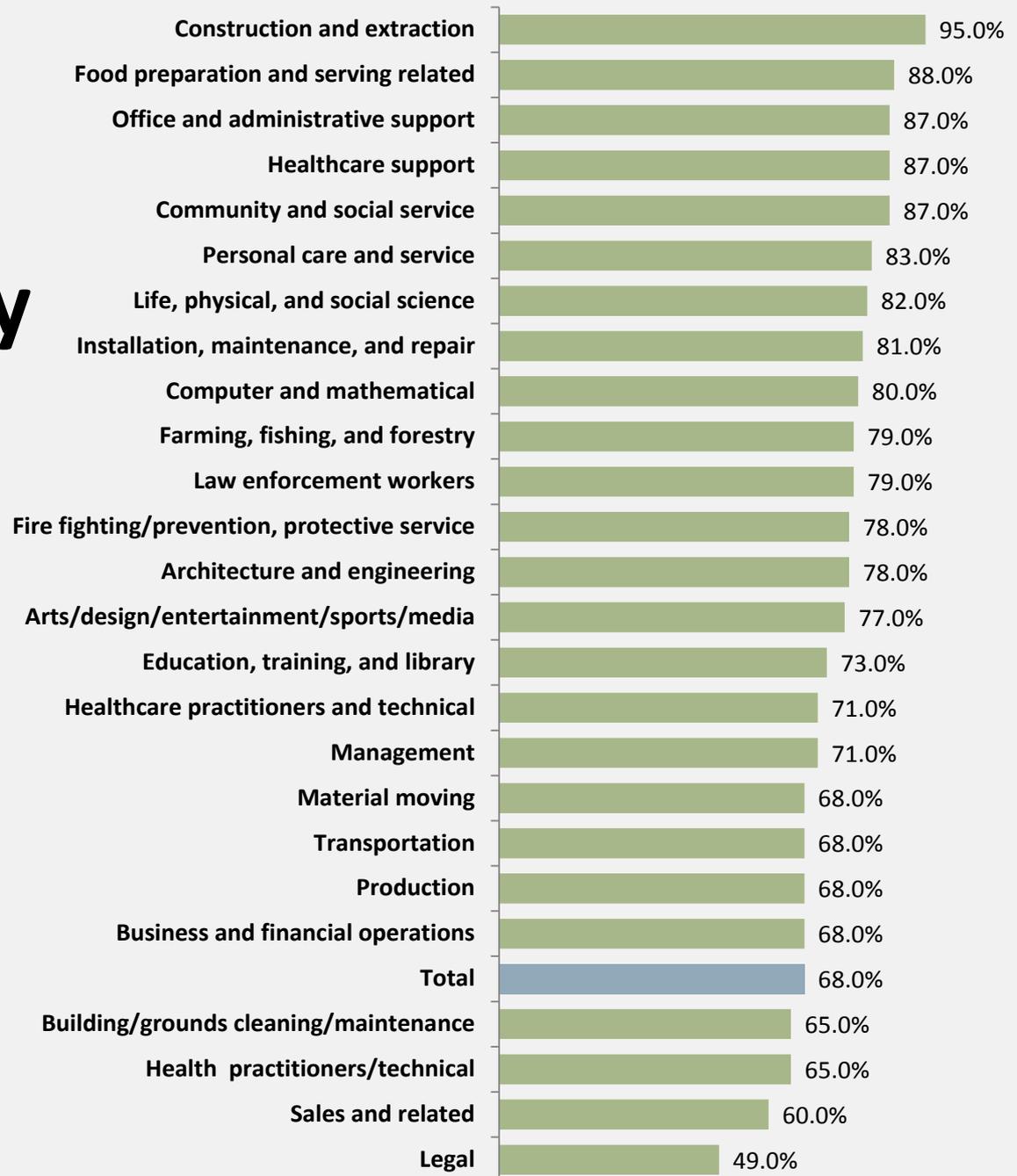
The highest-paying occupations for men are also the highest-paying occupations for women.

2008-2012 Utah
Female Annual
Median Earnings,
Year-Round, Full-time
Workers



The wage gap varies by occupation.

2008-2012 Utah
Annual Female
Median Earnings as a
Percentage of Male
Median Earnings,
Year-Round, Full-time
Workers



**More
education =
higher
wages.**



**More
experience in
an occupation =
higher wages.**



**More hours
worked =
more pay.**



**Occupations
requiring more
math, science,
analysis,
management =
higher pay.**

**Moving in and
out of the labor
force = lower
pay.**



**More
promotions =
higher
wages.**



The Gap explained?

- Differences in human capital (education experience) and worker characteristics can account for most of the male/female wage gap.
- Apples-to-apples comparisons shrink the wage gap.
- Differences in socialization, culture and expectations.
- Discrimination.



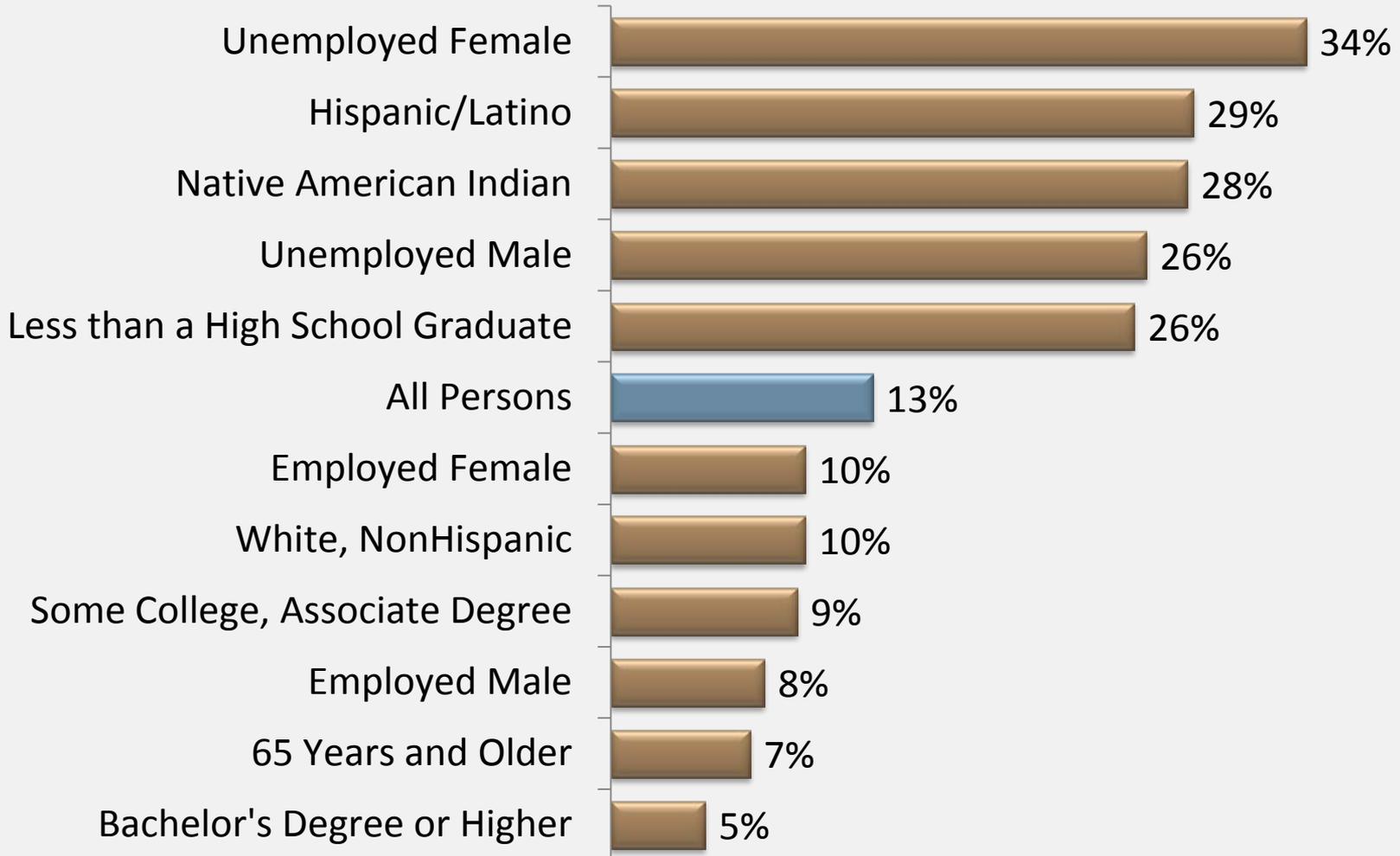


EDUCATION AND OCCUPATIONAL CHOICE are
the largest factors behind the wage gap



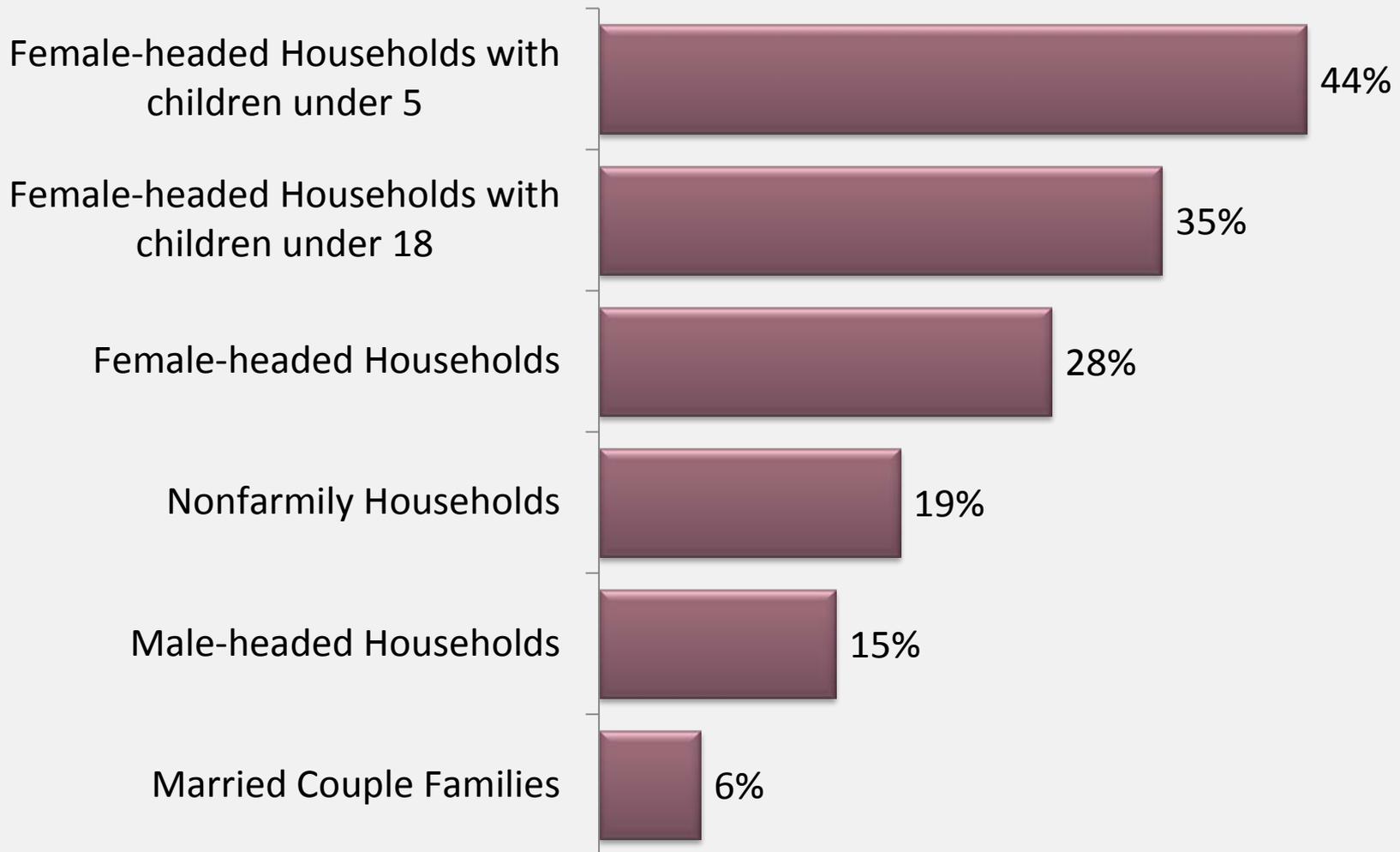
Who is mostly likely to be poor?

2012 Utah Percent of Persons with Incomes Below the Poverty Level



What households are poor?

2012 Utah Percent of Households with Incomes Below the Poverty Level



Source: U.S. Census Bureau.





Contact Me!

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- lecialangston@utah.gov

County-level data:

<http://jobs.utah.gov/wi/pubs/hardatwork/>

PowerPoint slides:

<http://jobs.utah.gov/wi/pubs/specialreports.html>

