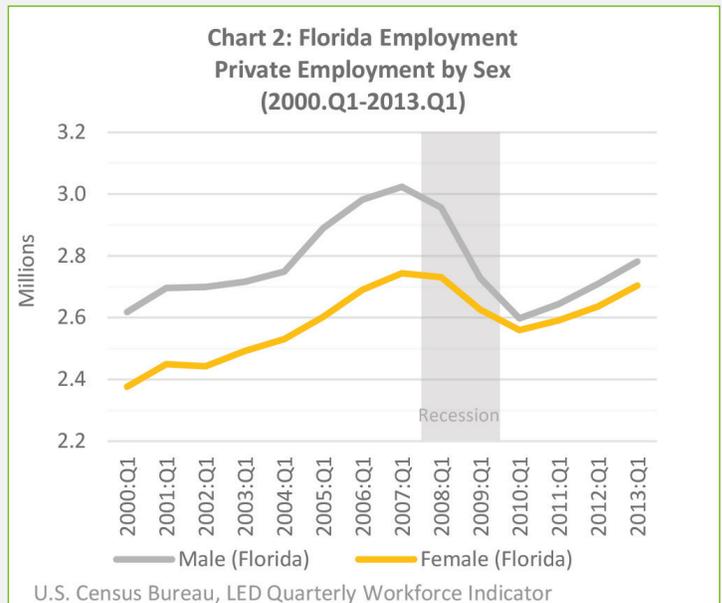
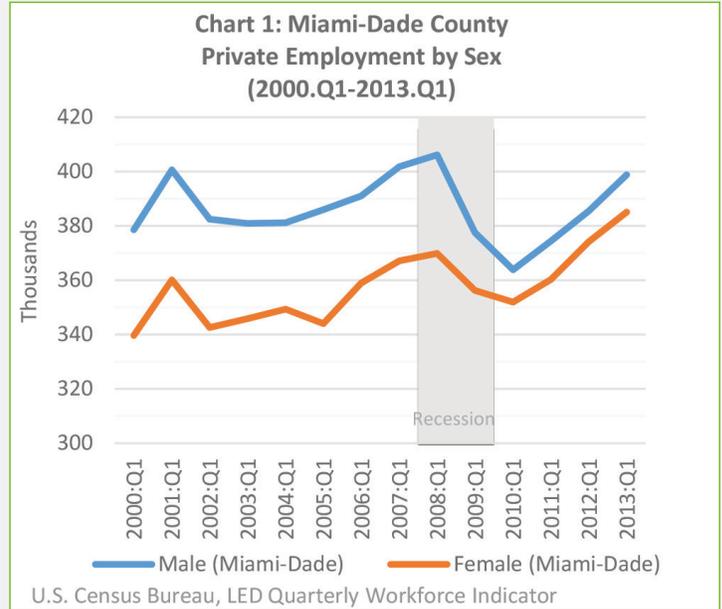


## Women in the Workforce

In a previous “At-A-Glance” (November, 2014) issue, data on the work-at-home workers was examined. The trend showed that there was a time when working at home was more common than in recent years. Interestingly, those who worked at home are more likely to live in a household with a vehicle(s) compared to the general workforce, and overall, were much more likely to work in the “Professional, Scientific and Management” industry. Additionally, the data also showed that the share of male workers that worked from home was higher than the share of female workers.

This current issue examines further the employment patterns for women prior to and following the recent recession. While gender inequalities still exist in today’s society, the roles that women play today in the workforce have evolved. Discussion of this issue focuses on gender in employment, educational attainment, employment by industry, and earnings. The primary data source for this issue comes from the U.S. Census Bureau, LED Extraction Tool- Quarterly Workforce Indicator (QWI).

Charts 1- 3 display the trend of private employment by gender from the first quarter of 2000 to the first quarter of 2013. Prior to 2008, women’s employment consistently lagged behind men. Yet, this phenomenon changed with the 2007 - 2009 recession when men experienced a much higher rate of job losses than women, particularly in the male dominated manufacturing and construction industries. According to the Bureau of Labor Statistics, while job losses among men outnumbered those among women by 2.6 to 1 during the recent recession, the trend reversed itself in the economic recovery of June 2009 to December 2013. Men lost 5.3 million jobs during the 2007 – 2009 recession and recovered 4 million of those jobs in the recovery period. Women, on the other hand, lost 2.1 million jobs during the downturn and regained 2.5 million jobs in the recovery. Looking at the whole time period of 2000 - 2013, the number of employed females increased 13.4 percent, from 339,700 jobs in 2000 to 385,100 jobs in 2013. Men’s employment grew 5.4 percent, from 378,500 jobs to 398,900 jobs during the same period. As the new decade began in 2010, women’s employment share came closer to parity with their male counterparts, with employment share county-wide hovering around an average of 49.1 percent. Looking ahead, data shows an acceleration of construction jobs, which may suggest the share of employment among men and women could return to the pre-recession levels.

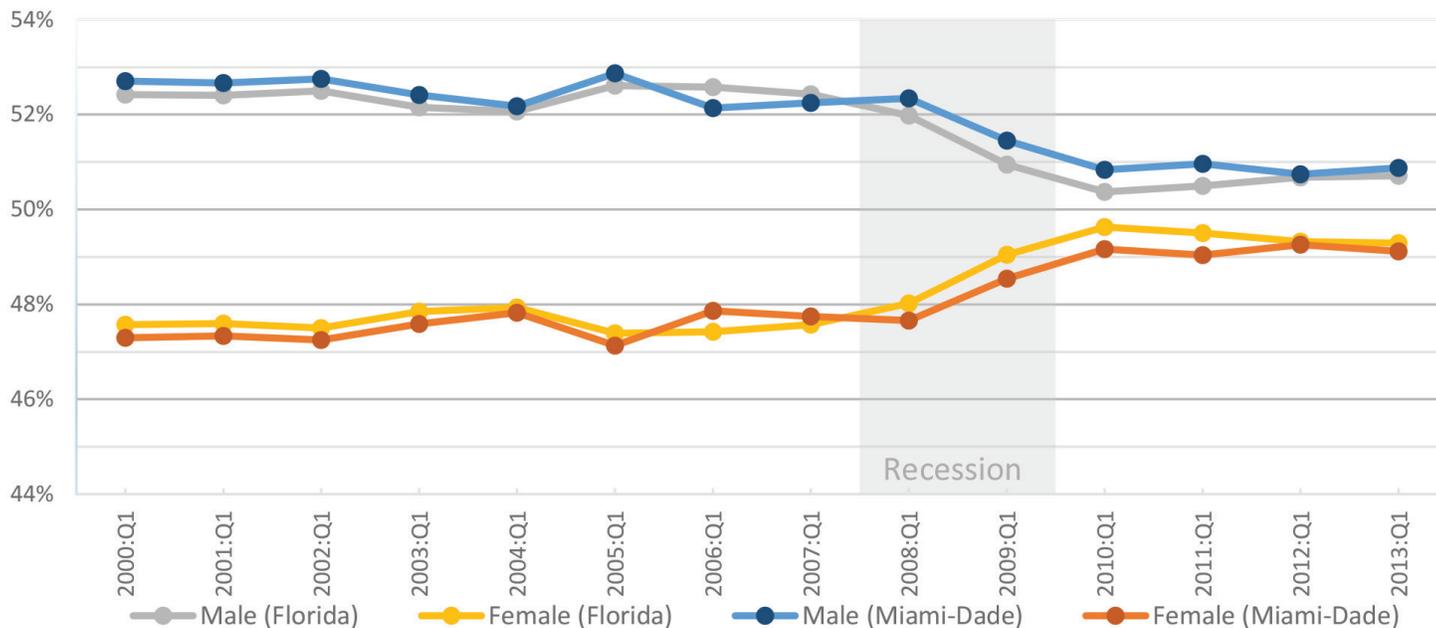


*“While gender inequalities still exist in today’s society, the roles that women play today in the workforce have evolved.”*

In Florida, employment by gender mirrored a similar pattern as the county's trend, with the female employment share rising slightly more rapidly than in the county during 2008 – 2009. It came closer to equaling the male employment share

between 2010 and 2011. The women's share of employment in Florida was 49.6 percent (2.58 million jobs) versus 50.4 percent of men (2.62 million jobs).

Chart 3: Share of Employment by Sex (2000.Q1 - 2013.Q1)



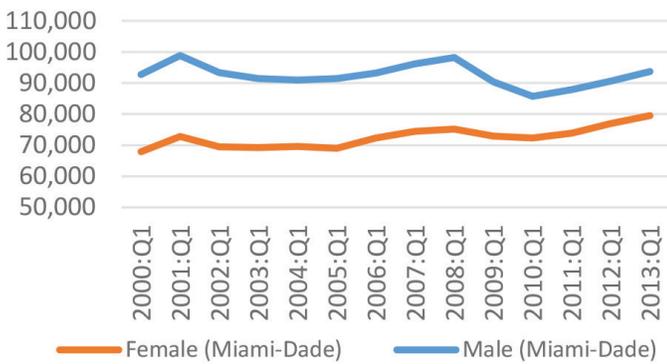
U.S Census Bureau, LED Quarterly Workforce Indicator

Education Attainment

On the education front, charts 4 – 6 represent the snapshots of workers' education attainment from 2000 to 2013 broken down into three groups, i.e. less than high school, high school or equivalent with no college, some college or above. Most interesting, among the employed population, the number of women with some college or above has surpassed the number of men in the same category since 2009. Women represented 50.8 percent of these workers with 209,700 in 2013. Among workers, those who had completed high school or equivalent,

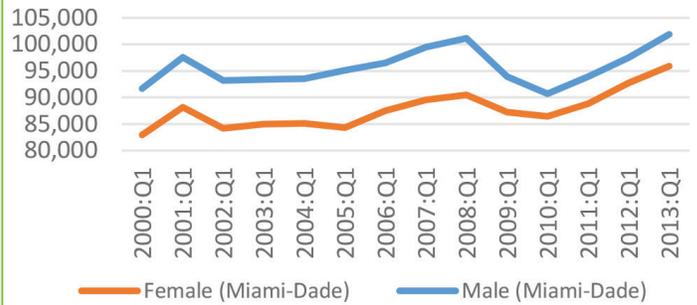
female workers' share increased from 47.5 percent (or 82,900 jobs) in 2000 to 48.5 percent (or 95,900 jobs) in 2013, versus the share of males dropping from 52.5 percent (or 91,700 jobs) to 51.5 percent (or 101,900 jobs) during the same period of time. Employed men without high school degrees, by contrast, generally had a higher share of employment than their female counterparts. A larger proportion of the jobs in this segment were filled by men, representing 57.7 percent (or 92,800 jobs) in 2000 and 54.1 percent (or 93,700 jobs) in 2013.

Chart 4: Less than High School



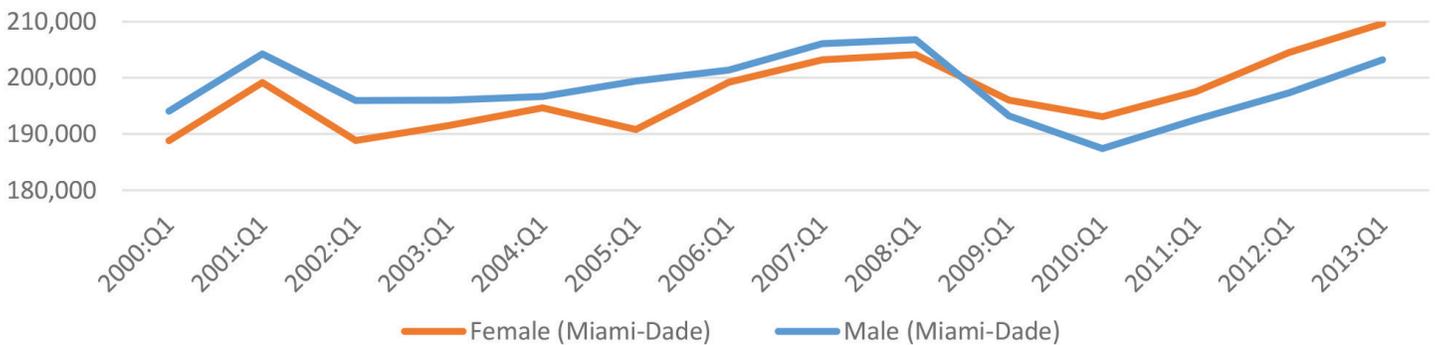
U.S. Census Bureau, LED Quarterly Workforce Indicator

Chart 5: High School or Equivalent no College



U.S. Census Bureau, LED Quarterly Workforce Indicator

Chart 6: Some College and Above



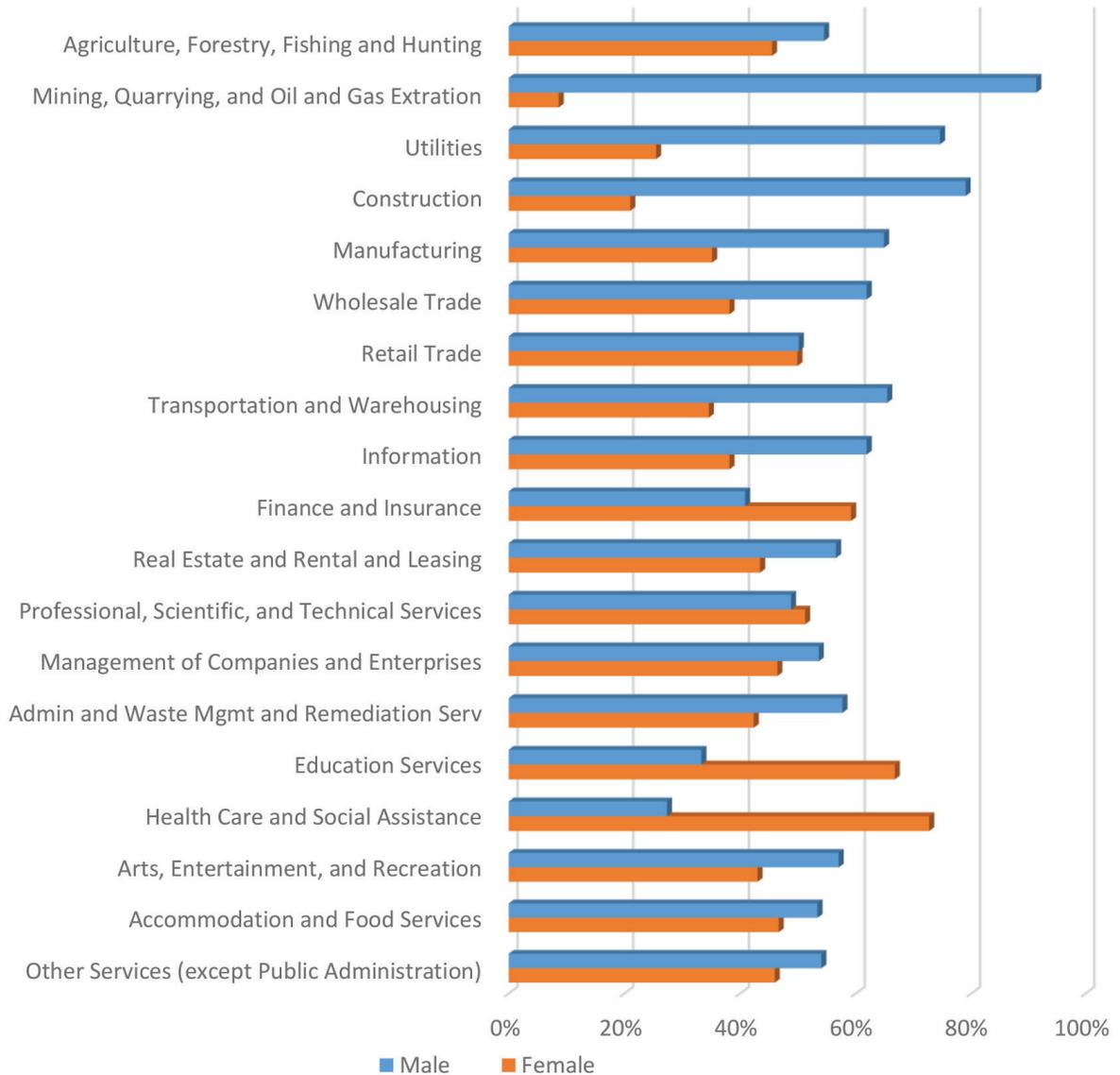
U.S. Census Bureau, LED Quarterly Workforce Indicator

*Employment by Industry*

In terms of employment by industry, marked differences were found between the female and male workers in the first quarter of 2013. In chart 7, women appeared to continue dominating certain industries, for example health care and social assistance, where women made up 72.7 percent compared to 27.3 percent of men, education services where women comprised 66.7 percent versus 33.3 percent of men, and finance and insurance where women accounted for 59.2 percent compared to 40.8 percent of men. On the flip side, men tended to dominate

certain industries such as construction where men made up 79 percent, leaving a smaller pie of employed women with 21 percent. Utilities was another example where male-workers dominated 74.5 percent compared to 25.5 percent of females. Transportation and warehousing also has a higher share of male workers, where 65.4 percent of the employed were men and 34.6 percent were women. Then came information jobs that were filled mostly by males, comprising of 61.9 percent compared to 38.1 percent of women in the industry.

Chart 7: Employment by Industry, 2013:Q1



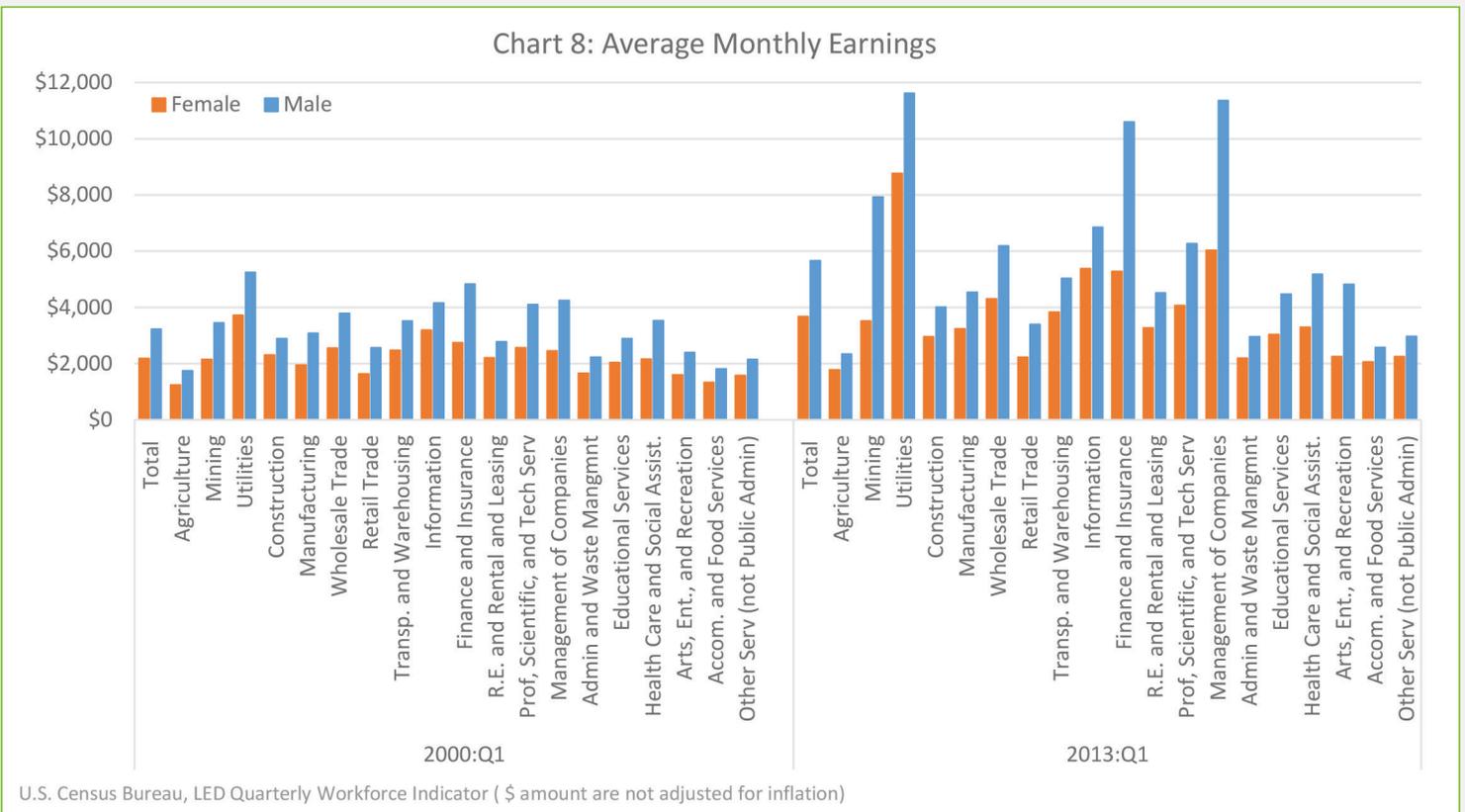
U.S. Censes Bureau, LED- Quarterly Workforce Indicator

Average Monthly Earnings

Chart 8 shows the average monthly earnings of workers from both genders within Miami-Dade County. Despite an increase in the share of women employed in the workforce, particularly among workers with some college or above, women still lagged in terms of earnings. Even in a female-dominated industry like healthcare, average earnings for women remained less than earnings for men. Earning disparities were large in the finance industry for example, where men were paid 100.5 percent more than what women earned (\$10,590 vs \$5,281) in 2013. Similarly, male earnings were double what women earned in arts, entertainment, and recreation industry, and mining industry. On average and across all industries, women earned about 66 cents on the dollar of what men were paid throughout the 2000:Q1 – 2013:Q1 time period. While higher educational attainment is often the key to increased earning power, higher educational attainment has been unable to unlock the persistent gender pay gap. Males and females, with a Bachelor’s degree or above earned more than double compared to those with less than a high school degree. Yet, when it comes to earning power, women, on average, with the equivalent education as men, continually earned less than their male counterparts. Over time, even as the female share of employment has grown, the gender pay gap has also grown. In 2000, across all industries, the average earnings

for men was \$3,228 per month, 47.8 percent more than what women earned (\$2,184). In 2013, men’s earnings had grown to \$5,659 per month while women made \$3,667. The earnings gap between men and women widened, with men making 54.3 percent more than women.

There are many possible explanations of the trends illustrated below. Women are more likely to work in minimum wage jobs, earn less, receive fewer career advancement opportunities and lack access to affordable child care. Women often start their careers with lower pay and the pay gap grows bigger when they have children. Sometimes women faced with unaffordable daycare are forced to leave the workplace and stay home with children, thus exposing them to stagnant wages as a consequence. The challenges for single mothers are even greater as they try to balance breadwinning and caregiving responsibilities without much support from policies that could assist them while they juggle work and family. If businesses and government would adopt policies that better accommodate female workers, for example, affordable childcare, equal pay structure, paid leave, support for pregnant moms, increase in the minimum wage, flexible work hours, and easier access to health care, women would be better able to progress in their careers and participate more actively in all sectors of



the economy. Overcoming these challenges women face is closely linked to the success of businesses and the economy. Companies in the top tiers have seen success hiring female workers. For example, the CEO of Alibaba (the “Amazon.com” of Asia), attributed the success of his customer service to hiring lots of women since “females think about others more than themselves”; a study by the Silicon Valley Business Journal identified gender diversity as a crucial ingredient of business success; another study by the U.S. Chamber of Commerce – Center for Women in Business found that having

women in leadership roles was correlated with a company’s financial performance and greater diversity of thought; and a report by Dow Jones found that in terms of consistent profits, a company’s odds of success increase with more female executives at the VP and director levels. This suggests the potential economic benefits of addressing the challenges faced by women in the workforce not only benefits women, but also the companies’ bottom line and ultimately, the success of entire economy.