



**BOARD OF COUNTY COMMISSIONERS
OFFICE OF THE COMMISSION AUDITOR**

M E M O R A N D U M

TO: Honorable Chairwoman Audrey M. Edmonson,
and Members, Board of County Commissioners

FROM: Yinka Majekodunmi, CPA
Commission Auditor 

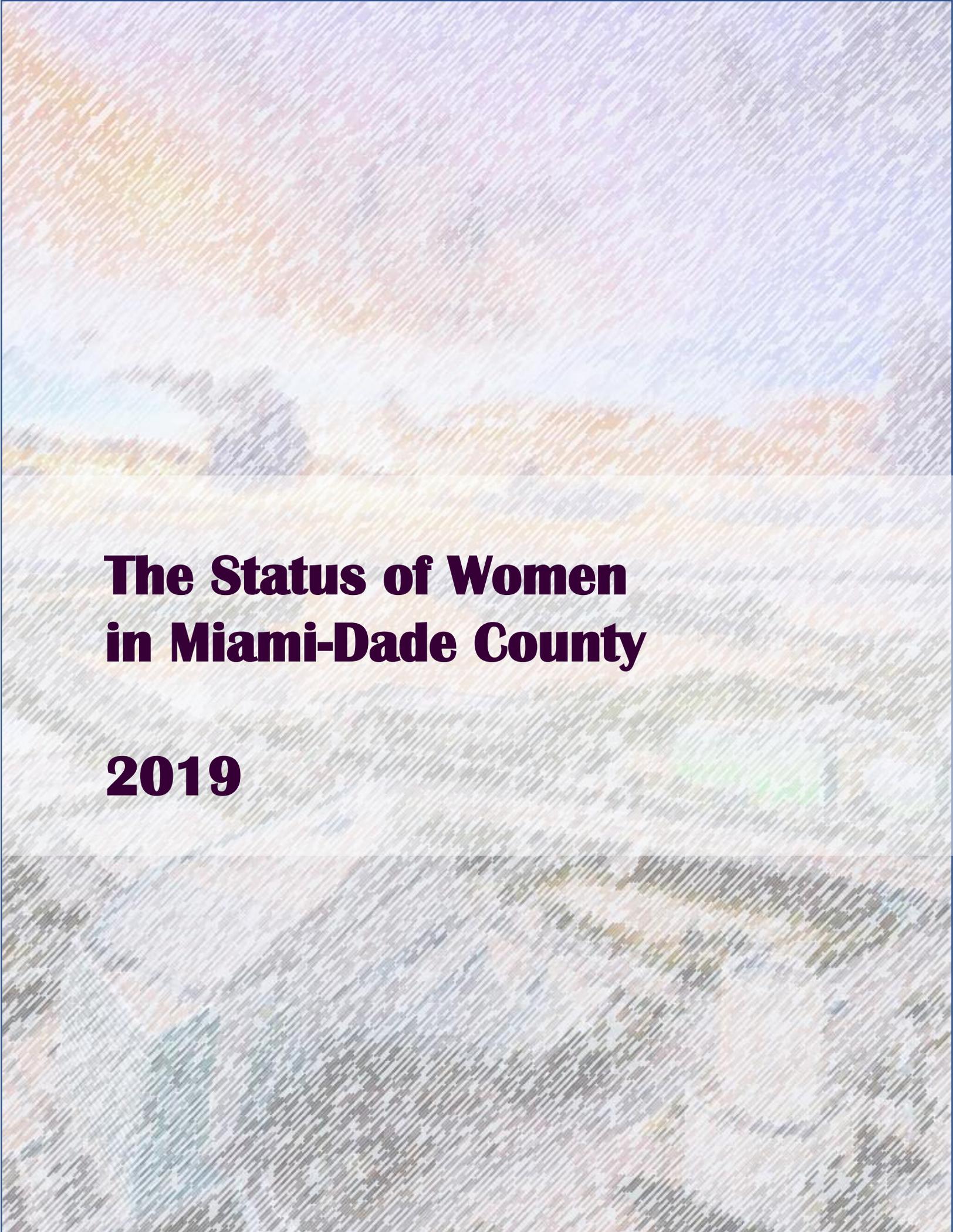
DATE: March 13, 2019

SUBJECT: Status of Women in Miami-Dade County 2019 Report

Pursuant to Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather data regarding economic development, health and safety, and education of women in Miami-Dade County, we are pleased to present the report on the Status of Women in Miami-Dade County for 2019.

This study prepared in collaboration with the Florida International University Metropolitan Center as subject matter experts is designed to provide insight into areas of disparities and progress towards closing the gender gap.

Attached is the electronic version of the report; a hard copy of this report will be delivered to your offices. If you have any questions or comments, please feel free to contact the Commission Auditors office at 305-375-4354.



The Status of Women in Miami-Dade County

2019



The Status of Women in Miami-Dade County was prepared by the Florida International University Metropolitan Center, Florida's leading urban policy think tank and solutions center. Established in 1997, the Center provides economic development, strategic planning, community revitalization, and performance improvement services to public, private and non-profit organizations in South Florida.

Research Team

Maria Ilcheva, Ph.D., Principal Investigator
Anna Kallschmidt, M.S., Graduate Research Assistant
Helen Roldan, Graduate Marketing and Research Assistant
Camila Masson, M.A. Graduate Research Assistant



The legislative Prime Sponsor Commissioner **Daniella Levine Cava**, and her seven Co-Sponsors - Commissioners **Bruno A. Barreiro**, **Audrey M. Edmonson**, **Sally A. Heyman**, **Barbara J. Jordan**, **Dennis C. Moss**, **Rebeca Sosa**, and **Xavier L. Suarez** - sponsored Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and education.

The report is funded by and prepared for both:

The Office of the Commission Auditor, Miami-Dade Board of County Commissioners

The Commission Auditor reports to the Board of County Commissioners on the fiscal operations of County departments and advises as to whether the fiscal and legislative policy directions of the Commission are being efficiently and effectively implemented.

The Miami-Dade County Commission for Women

The Commission for Women is an advisory board to the Board of County Commissioners, the County Administration and the public at large about issues pertaining to the status of women. The Commission for Women also advocates for the women in the community and strives to improve their quality of life.

This study prepared by the FIU Metropolitan Center as subject matter experts was substantially less detailed in scope than an audit in accordance with generally accepted auditing standards, the objective of which is that the Commission Auditor plan and perform the review to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objectives. Accordingly, the Commission Auditor does not express an opinion on the data gathered by the subject matter expert.



Table of Contents

| | |
|--|----|
| Executive Summary..... | i |
| Introduction..... | 1 |
| General Characteristics | 2 |
| Educational Attainment..... | 3 |
| Economic Opportunity | 5 |
| Median Household and Family Income..... | 8 |
| Occupation, Industry, and Class of Worker..... | 9 |
| Gender Comparisons by Industry..... | 12 |
| Class of Worker..... | 14 |
| Contracts to Women-Owned Businesses | 16 |
| Analysis of Miami-Dade County Employees | 17 |
| Appendix A: Miami-Dade County Contracts to Women-Owned Businesses (2013-2018)..... | 18 |
| Appendix B: Miami-Dade County Employee Analysis..... | 19 |

Supplement: **In Focus - Economic and Social Vulnerabilities for Women**



Executive Summary

The 2019 report on the Status of Women in Miami-Dade County is the third report that tracks disparities between men and women, and progress towards closing the gender gap. Similar to previous reports, the 2019 volume shows that gender differences persist in most areas of social and economic life. This report's new data and analysis underlines that progress on gender equality needs to be accelerated, and concerted efforts to be made to address the persistent gaps.

The most crucial indicator of equality is income parity, as it is a fundamental measure of equal rights, responsibilities, and opportunities. To that end, the report puts the spotlight on measures of economic participation and opportunity. Understanding the causes of existing inequalities has been the subject of intense study across the United States, and it is not the intent of this report to review them. Rather, this report is driven by the mandate to continue to raise awareness of the areas in which inequalities exist, as a means to focus attention and action in them.

Educational Attainment

Perhaps the most influential factor in reducing general inequality has been access to education. An increasing number of women are attaining college degrees overall, and specifically in typically male-dominated areas, some of which offer careers and opportunities leading to higher incomes. Education is typically considered a pathway towards gender equality. Indeed, significant progress has been made in that regard, and women are equal or surpass men in terms of graduation rates and college degree attainment. Female high school

students in Miami-Dade continue to surpass male students in graduation rates, and have lower dropout rates. Miami-Dade County's population has also made significant strides in college and university degree attainment. The percentage of the Miami-Dade population 25 years and over with a bachelor's degree or higher in 2017 was 29.4%, an increase from 2016 (27.9%). A slightly larger percentage of women (29.8%) have bachelor's degrees or higher (28.8% for men). However, more women earn bachelor's degrees (19.8%), and fewer attain graduate or professional degrees (10.0%), than men; 17.8% of men have bachelor's degrees and 11% have graduate or professional degrees.

An important factor in earnings potential is the field of degree. There are still more women than men with degrees in education, arts and humanities. However, women are increasingly attaining degrees in science, engineering and related fields. The percentage of young women with science and engineering degrees continues to grow – 44.8% in 2017, up from 39.1% in 2016 for the 25-39 age group. As women shift away from pursuing degrees in education, social work and other traditionally women-dominated fields, towards science and engineering, they have an opportunity to follow career paths that are different from preceding generations. However, this shift also relates to a broader economic question about the value of specific jobs in terms of their contribution to society as well as their compensation. If teaching is largely seen as a “woman's job” (except college-level teaching), and women are pursuing these types of jobs without a corresponding replacement of men, what will be the consequences for these occupations?

Economic Participation

Steady and decently compensated employment is the main driver of economic security and prosperity. However, women's labor market engagement is not one of unalloyed success. After decades of steady improvement, the labor force participation rate of American women peaked in 2000 and has declined since. Since 1970, most of the increase in the typical household's income has been due to women's increasing labor market

participation. In Miami-Dade, over the last decade, only about 53% of women over 16 years of age participate in the labor force, compared to 65% of men. While women's labor force participation is increasing, up to 73.9% for the 20-64 age group, more women continue to work part-time – 32%, than men – 24%. Even though women are the majority of the population in Miami-Dade, they only represent 44.2% of the full-time workforce.

Economic Equality

While the difference in income between men and women can be partially attributed to the difference in full-time work, women who work full-time still have lower earnings than men. The median earnings for Miami-Dade women employed full-time, year-round was \$31,875, but for men it was \$37,164, a difference of 14.2%. The gap between men's and women's earnings is slightly higher in 2017 – 14.2% than in 2007 – 13.9%.

Men earned more than women in Miami-Dade County at all levels of education. The largest gap was between those with less than a high school diploma (31.2%), with men earning a median of \$24,858 and women earning \$17,098. However, a close second was the 29.8% gap between men and women with graduate or professional degrees, with men earning a median of \$72,300 and women earning \$50,763.

Women continue to be the majority in *sales, office, and service* occupations, which are typically low salaried. Women are also the majority in *education, legal, community service, arts, and media* (63.8%) and the *healthcare practitioner and technical* (66.5%) occupations. The smallest representation of women was in *computer, engineering, and science* (24.5%), which is a high-wage, high-skill occupation category.

Since 2010, women in Miami have experienced higher median earnings in all occupations. Nevertheless, the gender gap *still* persists in all occupations. There are double-digit gaps in the top 10 highest-paid occupations for women. For example, women earn the most in legal occupations (\$58,861), but the median earnings for men were more than double: \$121,935. In other words, women earned 51.5% less than men. Women also earned 25.5% less in *life, physical and social science occupations*, 36.3% less in *computer and mathematical occupations*, and 24.3% less in *architecture and engineering*. The only major occupational categories in which women earned more were *health technologists and technicians; arts, design and media; and construction*.

The persistent disparities outlined in the report provide evidence and impetus for action to address them. There is much work to be done to reduce disparity, which requires intentional changes in policies and practices from the private, nonprofit and government sectors. None of these groups can tackle inequality on its own. The report's intent is to continue to shed light on current conditions and to make the case for why action is needed. The accompanying recommendations from the Miami-Dade Commission for Women are the next important step in that direction, proposing specific actions.



Introduction

In 1986, Suzanne M. Bianchi and Daphne Spain published a monograph titled “American Women in Transition” in which they wrote: “If we want a productive labor force of female and male workers, but also value the family, work hours must be flexible, day care available and affordable, and work within the home equitably divided.” The authors also noted, “the family-oriented 1950s were perhaps the last decade in which women’s behavior and social norms were in agreement.” Using U.S. Census data, the book showed that women on average made 70 cents or less of what a man made, with explanations for the gap ranging from sex discrimination to women having fewer skills, lesser education or work experience.¹ While the gap had diminished over time, three decades after these observations, it remains sizeable, with similar explanations and rationale being presented as arguments why the gap still persists.

Increased awareness of the wage gap, and the involvement of many advocacy and policy groups, has encouraged various local governments across the United States to include the goal of gender equality in their efforts. In 2015, Miami-Dade became the first county in the country to adopt the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The convention defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. CEDAW signatories commit to ensuring women's equal access to, and equal opportunities in, political and public life -- including the right to vote and to stand for election -- as well as education, health and employment.

In 2015, Commissioner Daniela Levine-Cava sponsored, and the Miami-Dade County Commission unanimously passed, Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and

education. Starting in 2016, the Office of the Commission Auditor commissioned the Florida International University Metropolitan Center to produce an annual report on the status of women and girls in health and safety, economic development and education so that elected leaders can make sound public policy based on objective data. The report allows Miami-Dade County to track formally the adherence to existing policies and the progress of women in the community.

The 2016 report found that Women in Miami-Dade are paid less than men at every level of education and across industries and occupations, making 87 cents to every dollar a man earns. At the observed rate of closing the gap, it was estimated it would take more than three decades to eliminate earnings disparities. Economic inequality was found to be even more pronounced when race and ethnicity are taken into account. Hispanic and black women earned 63 cents to the dollar of white women. The 2018 report also found disparities across education, occupations and industries. More importantly, it showed that the gender gap had widened, with women making only 85 cents for every dollar a man earned. The earnings gap was largest in the Legal (47%), Production (35%), Sales (35%) and Law enforcement occupations (34%). The reports also presented data provided by the county on county employee wages and contracts to women-owned organizations. The findings suggested that gender disparities do exist among county employees but from 2016 to 2018 the wage gap decreased. In relation to contracts, in the 2013-2017 period, only 11.9% of total contracts were awarded to women-owned businesses.

The 2019 report continues to track progress towards reducing disparities in education, economic participation and opportunity. The 2019 annual report also includes a supplementary analysis of women in Miami-Dade across different vulnerability factors.

¹ Bianchi S.M. and Spain D. (1986). American Women in Transition. The Population of the United States in the 1980s: A Census Monograph Series) New York, New York, Russell Sage Foundation.

General Characteristics

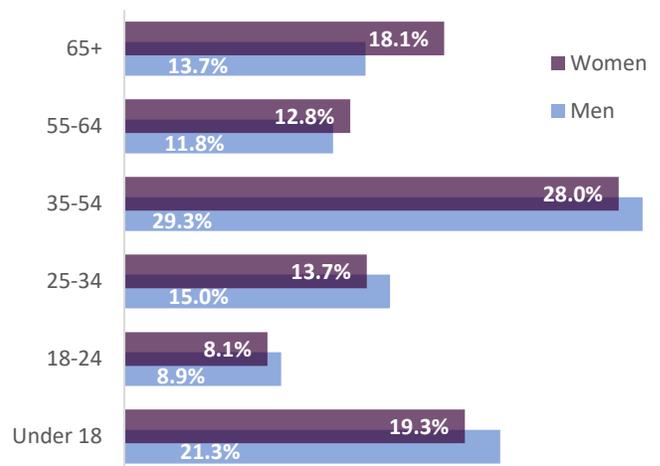
In 2017, women were a slight majority in Miami-Dade County's 2,751,796 residents, representing 51.5% of the population. Reflective of the general composition of the population of Miami-Dade County, most women were Hispanic (69%; 977,694), 17% were Black/African American (246,999), 12% were White non-Hispanic (174,252), and 2% were Asian (24,439).

The median age of women was 41.7, slightly above the median for men of 38.4 years. There is a larger percentage of women in the more advanced age groups. Approximately 18% of women are in the 65 and over age group, and 12.8% are in the close-to-retirement age of 55 to 64. Conversely, a larger proportion of men are in the younger age groups. This distribution may affect women's labor force participation rate overall and in the upper age groups. The labor force participation rate represents the proportion of the total population 16 years old and over that is in the labor force. While women are the majority of the population in the 16+ age groups, they represent only 46.8% of the labor force. As of 2017, slightly more than half (52.1%) of women aged 16 and older in Miami-Dade County worked outside the home, compared to 64.9% of men.

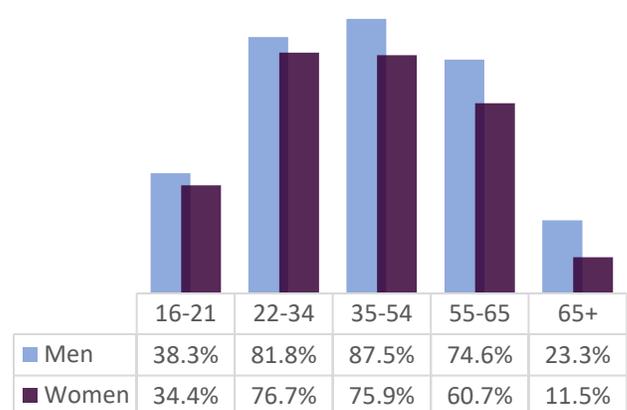
Unemployment dropped for both genders, and is similar to national averages. Only 3.5% of female Miami-Dade residents aged 16 and over are unemployed. It is also notable that women's labor force participation is lower for all age groups, but the disparity is larger for the upper ages. In 2017, the overall labor force participation of Miami-Dade's population ages 16 and over was 62.3% slightly below the national 63.2% rate. Only 11.5% of women aged 65 and over were in the labor force, compared to 23.3% of men. In the 55 to 64 age group, only 60.7% of women were in the labor force and 74.6% of men.

The topic of labor force participation will be discussed in more detail in subsequent sections. However, the lack of participation in the labor force may have adverse financial consequences for many women. It may also be linked to their higher poverty rate. Women's poverty rate has always been higher than men's. In 2017, 18.1% of women in Miami-Dade had income below the poverty line, compared to 15.1% of men.

Age Distribution



Labor Force Participation by Age



More women earn bachelor's degrees (19.8%) and fewer attain graduate or professional degrees (10.0%). 17.8% of men have bachelor's degrees and 11% have graduate or professional degrees

Gender Differences by Level of Degree

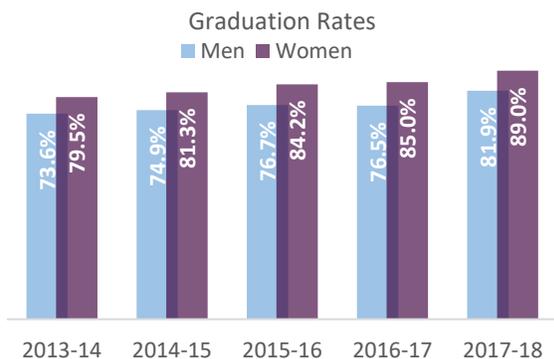
Educational Attainment

Since the 1960s, women's educational attainment has improved considerably compared to men. In fact, women nowadays are either equal or surpass men in educational attainment. Since educational credentials are generally considered a primary source of human capital and a highly relevant criterion in determining labor productivity, gains in women's educational attainment may affect their position on the labor market. Miami-Dade County's high school graduation rate for the 2017-2018 school year showed marked improvement to 85.4%, up from 80.7% in 2016-2017.¹ It was still slightly below the 86.1% graduate rate in the state. Female students continue to surpass male students in graduation rates. Over the last five academic years, the largest difference was in 2016-2017 when the female students' graduation rate was almost 8.5% higher. The difference in graduation rates for Miami-Dade is also observed statewide. In Florida, male and female high school students graduated at a rate of 82.9% and 89.3%, respectively, in the 2017-2018 year. The overall dropout rate for Miami-Dade was 3.7%, 2.1% for women and 5.4% for men.

There are significant disparities across gender and race, with Black and Hispanic male students underperforming female students. Male and female Black/African American high school students have the lowest graduation rates and highest dropout rates. But when compared within racial and ethnic groups, female students outperform male students.

| Race/Ethnicity | % District Graduates | | % Cohort Dropouts | |
|----------------|----------------------|-------|-------------------|------|
| | Female | Male | Female | Male |
| White | 93.6% | 88.6% | 3.3% | 3.5% |
| Hispanic | 89.5% | 82.8% | 3.9% | 5.6% |
| Black | 85.5% | 75.5% | 4.2% | 7.1% |

In comparison to national statistics, Miami-Dade still has a higher percentage of residents without a high school degree or only with high school diploma - 46.1%, compared to 39.1% in the U.S. There are only minute differences between men and women in Miami-Dade in relation to that metric, with 46.8% of males and 45.5% of females with a high school diploma or less. Nationally, 40.9% of males and 37.5% of females are at that attainment level. It is notable though that the percentage of residents in that education bracket has decreased since 2016, when it was estimated at 47.0%.



In addition to improvement in high school graduation rates, Miami-Dade County's population has also made significant strides in college and university degree attainment. In 2017, the Miami-Dade population 25 years and over with a Bachelor's degree or higher was 29.4%, an increase from 2016 (27.9%). However, it was still markedly lower than the national average in the United States (32%). Additionally, the disparity between the national average and the county average grew from 2.9% in 2016 to 5.6% in 2017. A slightly larger percentage of women (29.8%) have bachelor's

¹ As defined in 34 C.F.R. §200.19(b)(1)(i)-(iv), graduates are students who graduate in four years with a regular high school diploma (standard diploma).

STEM Degrees

In 2017, the largest proportion of bachelor's degrees attained by women in the 25-39 age group were in science, engineering and related fields - 44.8%, up from 39.1% in 2016.

degrees or higher (28.8% for men). The proportion of men with university degrees has remained almost the same since 2016 - 17.1% bachelors, 10.3% graduate/professional), as have women - 17.7% bachelors, 9.5% graduate and professional degrees in 2016.

The differences in the field of degrees obtained by male and female students continue to exist but there is a shift for women towards business and science degrees. As noted in the previous report, in 2016, the percentage of women with degrees in science, engineering and related fields increased to 37.5%, up from 35.7% in 2010. In 2016, there was also a significantly higher percentage of women in the 25-39 age group with degrees in science, engineering and business fields.

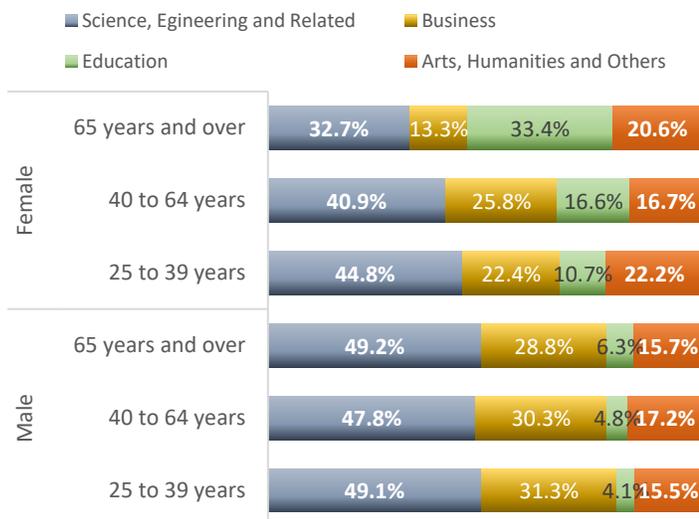
In 2017, approximately 44.5% of bachelor's degrees obtained by residents over 25 were in science, engineering and related fields, up from 41.7% in 2016. Another 26.1% were in business fields, down from 27.3% in 2016. The percentage of young women with science and engineering degrees continues to grow – 44.8% in 2017, up from 39.1% in 2016 for the 25-39 age group. There was a decrease in the percentage of women in this

age bracket with business degrees to 22.4%, down from 27.2% in 2016. The proportion of women with education or arts and humanities degrees remained almost the same as in 2016.

Data from the largest educational institutions in Miami-Dade provide further evidence of the fields of degrees pursued by male and female students. In 2017, 55% of FIU students who began their degrees in 2011 had finished them by 2017. Of these, 61.7% were women and 47.6% of them were men. At the University of Miami, the overall six-year graduation rate was 84%, with 87% of women and 80% of men graduating.

Data from Florida International University demonstrates that the vast majority of the graduates from the FIU College of Engineering and Computing are male across all levels of education. Of the 1,045 degrees awarded during the 2016-2017 academic year, 82.9% (731 total) of the bachelors, 72.9% (231 total) masters, and 80% (40 total) doctorates were awarded to men. Compared to 2015-16, there was relatively little change in the bachelor's degrees earned by women (-0.7%), but there was an 8.3% increase in women earning master's or specialist degrees and a 4.4% decrease in women earning Ph.D.'s in these fields. Similar to previous years, data from FIU's College of Business showed general gender equity except at the doctoral level. In 2016-2017, men accounted for 50.4% of Bachelor's, 48.1% of the master's, and 75% of the doctoral degrees. These findings indicate relative stability in comparison to the 2015-2016 school year, with women earning -0.5% fewer bachelors, but 1.5% more master's and 5.8% more doctorates.

Field of Bachelor's Degree by Gender and Age





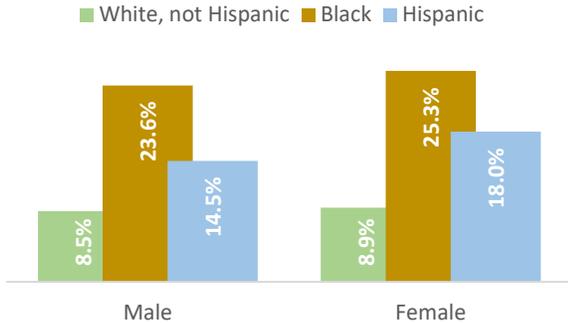
While women’s labor force participation is increasing, up to 73.9% for the 20-64 age group, more women continue to work part-time – 32%, than men – 24%.

Labor Force Status

Economic Opportunity

One of the most telling metrics about the economic conditions of women is the poverty rate. As noted in previous reports, there are significant differences on that indicator across genders, as well as when race and ethnicity are considered. The overall poverty rate decreased to 16.6%, down from 18.3% in 2016. While the reduction of poverty was distributed across gender and racial groups, the most significant improvement was in the poverty rate of White women, which decreased from 11.7% in 2016 to 8.9% in 2017. In fact, the poverty rate for White, non-Hispanic women is almost equal to men’s. The higher proportion of Black and Hispanic residents in poverty is linked to their employment status. In 2017, only 41.8% of male Black residents and 36.9% of female Black resident over the age of 16 worked full-time, year-round. For comparison, 55.6% of male Hispanics and 38.7% of female Hispanics had full-time employment.

Poverty Rates by Gender and Race, 2017

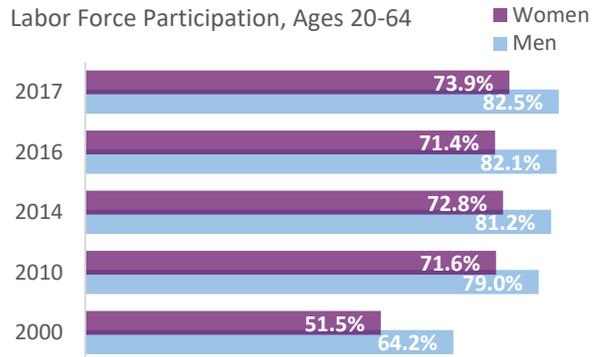


Part-time vs. full-time:

The percentage of both men and women who worked full time increased from 2016 to 2017. In 2017, 79.6% of men worked full-time, up from 78.5% in 2016. Although women still lag in full time employment, the increase was more significant for women. In 2017, 71.5% of women worked full-time, up from 68.3% in 2016.

In 2017, the *full-time, year-round* participation of women in the labor force was 71.5% compared to 79.6% of men. These numbers are nearly identical to the percentage of labor force participants in 2016. There is a higher percentage of Miami-Dade men and women in the labor force who work full time than nationally. In the United States, only 64% of women and 76% of men in the labor force worked full time in 2017. Labor force participation of women in the 20-64 age group increased to 73.9%, up from 71.4% in 2016. The increase was smaller for men – 82.5%, up from 82.1% in 2016.

Labor Force Participation, Ages 20-64



Earnings Gaps

In 2017, the earnings gap for full-time female workers decreased to 14% down from 15% in 2016. When adjusted for inflation, both women's and men's earnings have declined over the last 10 years.

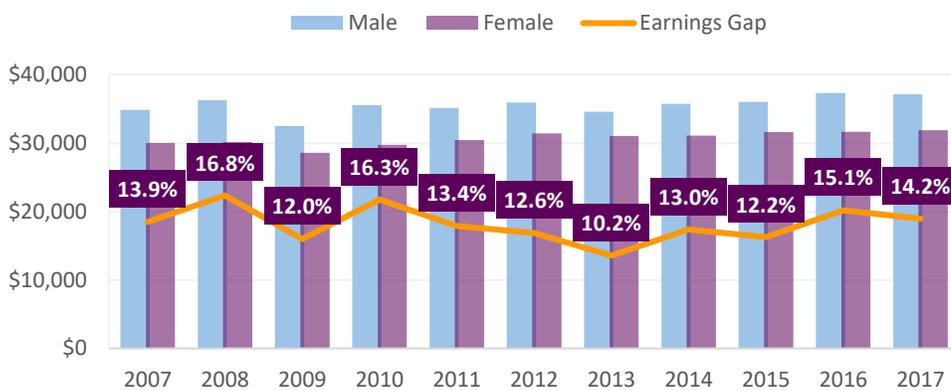
Income Disparity

While the difference in income between men and women can be partially attributed to the difference in full-time work, women who work full-time still have lower earnings than men. The median earnings for Miami-Dade women employed full-time, year-round was \$31,875, but for men it was \$37,164, a difference of 14.2%. This gap was smaller than the national ratio of 19.2%. While 74.4% of full-time male workers earned incomes of

\$25,000 and above, only 66.6% of full-time female employees were in the same earnings bracket.

One of the most compelling findings of earnings data over time is the decline of women's earnings over the last 10 years. When earnings are adjusted for inflation, women in 2017 earned 10.2% less than they did in 2007. Similarly, men's earnings were 9.9% less. The gap between men's and women's earnings is slightly higher in 2017 – 14.2% that in 2007 – 13.9%.

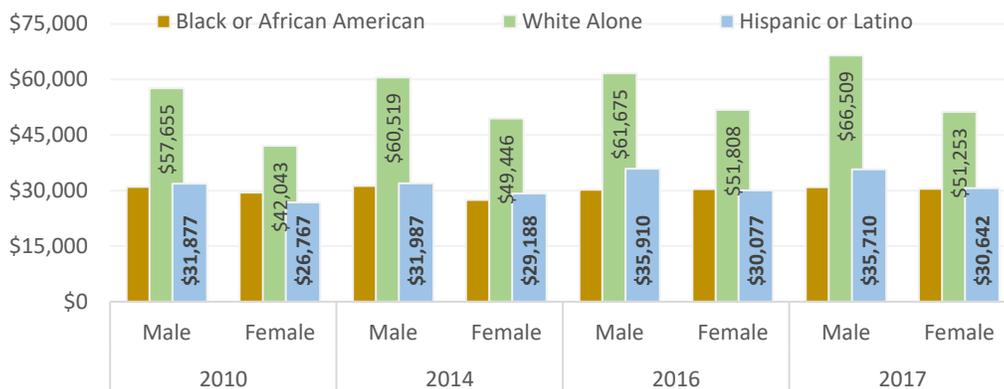
Earnings Gaps, 2007-2017



Wage gaps exist across racial and ethnic groups. White men and women had a 22.9% earnings gap; however, Latin/Hispanic men and women had a 14.2% gap and African American/Black men and women only had a 1.2% gap. These smaller gaps within the Black and Hispanic groups are largely attributable to their lower incomes in comparison

to White, non-Hispanic workers. Overall, the earnings of White, non-Hispanic full-time workers were 42% higher than those of Black workers, and 37% higher than Hispanic workers. Wages remained stagnant in 2016 and 2017, and over the longer term have decreased in real value when adjusted for inflation.

Income disparities by race



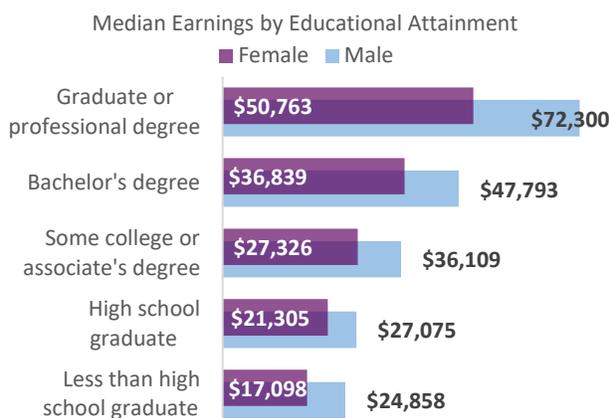
There is a 29.8% gap between men and women with graduate or professional degrees, with men earning a median of \$72,300 and women earning \$50,763.

Earnings by Education

Earnings by Education

In 2017, the median earnings of the Miami population 25 years of age and over was \$30,133; however, earnings increase and unemployment decreases as educational attainment rises. It is notable that the difference in earnings between those with bachelor's and those with only high school degree has decreased over time. In 2017, those with bachelor's degrees in Miami earned over \$16,000 (or 68%) more than high school degree holders, while the difference was 75% in 2016 and 88% in 2014. The "diminishing returns" of a bachelor's degree support the observation that the master's degree has become the new bachelor's, as employers are increasingly more selective in hiring and promoting employees with advanced degrees. In 2017, Miami workers with advanced and professional degrees earned almost \$17,000 (or 41%) more than bachelor's degree holders. The difference was 30% in 2014.

At all levels of education, men earned more than women in Miami-Dade County. The largest gap was between those with less than a high school diploma (31.2%), with men earning a median of \$24,858 and women earning \$17,098. However, a close second was the 29.8% gap between men and women with graduate or professional degrees, with men earning a median of \$72,300 and women earning \$50,763. The smallest gap (20.8%) was between those with less than a high school degree, with men earning a median of \$34,137 and women earning \$27,042.



These findings are in contrast with comparison between men and women in Florida - the largest income gap between men and women (32%) was for employees with less than a high school diploma, with men earning \$25,115 and women earning \$17,066 on average. However, the second-largest gap (30.6%) was between men and women with graduate or professional degrees, with men earning (74,579 and women earning \$51,758 on average. The smallest gap in the State of Florida (21.9%) was between those who had some college or an associate's degree, with men earning \$37,346 and women earning \$31,269.

Interestingly, the largest gender gap in income at the national level was not the same as the county or state level. The largest national disparity (33.1%) was between high school graduates, with men earning \$36,134 and women earning \$24,159. However, again the second-highest gap (31.6%) was between those with graduate or professional degrees. Of this population, men earned an average of \$88,708 and women earned \$60,691.

The largest income growth for men (12.1%) between 2016 and 2017 was for those with less than a high school diploma, and the smallest growth (-0.2%) was for high school graduates. The salaries of men with graduate or professional degrees declined by 6%. For women, the most growth from 2016-2017 (7%) occurred for high school graduates, and the least was for those with a bachelor's degree (-0.1%). Women with graduate or professional degrees also declined in salary, but it was not as strong as the male trend (-2.3%).

Overall, since 2010 the largest growth for men (28.6%) was for those with less than a high school diploma, and the smallest growth (3.8%) was for men with a bachelor's degree. During this time period, women also experienced the most growth in income (22.9%) for those with less than a high school diploma; however, the least amount of growth (3.2%) occurred for those with some college or an associate's degree.

Median Household and Family Income

In 2017, the median household income in Miami-Dade was \$49,930. This was 17.2% below the U.S. median household income, and 5.1% below the Florida median household income. The United States had a median income of \$60,336, and the State of Florida's was \$52,594. These findings indicate that the gap has shrunk slightly since last year, as the national median household income exceeded Miami by 20.3% last year, and the state income exceeded it by 9.7%.

The household type with the highest income level among all family types is married couples, with a median income of \$68,230. Male- and female-householders with no spouse earned on average

\$46,338 and \$36,136 respectively, a 22% gap. This is 3.6% larger than the gap in 2016. This gap was significantly larger than the national gap of 27.4%, and similar to the 21.4% difference between male and female householders in Florida. This gap in income is notable because the majority of single-person householders are female (18.9%), compared to only 7.5% male single householders.

In Miami, a female-headed household with no spouse had a median income of \$36,136, which is a 16.4% increase from 2010. Male-headed households with no spouse experienced a larger growth in income than women, 21.2% since 2010 (median of \$46,338).

| MIAMI-DADE, MEDIAN HOUSEHOLD INCOME BY HOUSEHOLD TYPE | | | | | | |
|---|------------------|-------|--------------------|------------------|------|--------------------|
| | 2010 | | | 2017 | | |
| | Male Householder | Gap | Female Householder | Male Householder | Gap | Female Householder |
| Family Households with no partner | \$36,506 | 17.3% | \$30,199 | \$46,338 | 22% | \$36,136 |
| Non-Family Households | \$30,664 | 42.6% | \$17,586 | \$38,594 | 40% | \$23,174 |
| Living Alone | \$25,746 | 42.2% | \$14,872 | \$32,194 | 38.5 | \$19,799 |
| Not Living Alone | \$51,879 | 28.2% | \$37,252 | \$61,820 | 8.4% | \$56,647 |

Source: U.S. Census, American Community Survey, 2010-2017 1-Year Estimate.

Non-family households consist of a householder who either lives alone or lives with nonrelatives. A "nonrelative" is a member of the home who is not related to the householder by birth, marriage, or adoption, including foster children. A female-headed householder living alone with no relatives had a median household income of \$19,799; however, for female householders not living alone, the median income was \$56,647. Male householders had higher incomes across categories, but they followed the same pattern as well. The median income for a male householder living alone was \$32,194, yet if he was not living alone, the median income was \$61,820.

The largest gaps between nonfamily households were between men and women householders overall (40%), specifically those living alone

(38.5%). The gap between men and women not living alone was much smaller (8.4%). All of the gaps have reduced since 2010; however, the largest reduction was between men and women not living alone (reduced by 19.8%). There was only a 2.7% reduction in gaps between male and female householders overall, and a 3.7% decrease in the gap between men and women living alone.

The gaps between men and women in non-family households are significantly larger in almost all categories than those at the national and state level. In the State of Florida, the gap between male and female householders is 22.9%. In the United States, the gap between overall male and female householders was also 22.9%, but it was 23.4% between men and women who lived alone, and 9.6% between those not living alone.

Occupation, Industry, and Class of Worker

The *Class of Worker* section categorizes employees by their type of employer, and informs if the person is salaried or self-employed, and if they work in the private or public sector. In the below section, we analyze Miami-Dade County’s employment and median earnings by gender across occupations and industries, and in comparison with state and national averages.

The gender distribution in Miami-Dade has remained relatively steady since 2000 for the population of full-time, year-round, civilian employees. Even though women are the majority of the population in Miami-Dade, they only represent 44.2% of the full-time workforce.

Women were the majority in sales and office (58%), and they were equally represented in *management, business, science, and arts* (50%), with a close second being service occupations (49.6%). Women experienced the most growth between 2016 and 2017 (9.6%) in *natural resources, construction, and maintenance*; even so, they still only occupied 5.2% of this occupation, compared to 4.7% in 2016. Women declined the most (-10.3%) in service occupations, representing 49.6% of the industry as opposed to 54.7% in 2016. In comparison to the State of Florida and the United States, Miami was relatively similar in the gender distribution of these occupations.

| EMPLOYMENT BY OCCUPATION AND GENDER FOR FULL-TIME WORKERS, 2017 | | | | | | | |
|---|------------|-------|--------|---------|--------|---------------|--------|
| | Miami-Dade | | | Florida | | United States | |
| | Total | Male | Female | Male | Female | Male | Female |
| Management, business, science, and arts | 348,676 | 55.8% | 44.2% | 55.8% | 44.2% | 56.9% | 43.1% |
| Service occupations | 186,365 | 50.0% | 50.0% | 49.9% | 50.1% | 50.8% | 49.2% |
| Sales and related occupations | 124,574 | 50.4% | 49.6% | 51.9% | 48.1% | 50.3% | 49.7% |
| Natural resources, construction, and maintenance | 106,745 | 42.0% | 58.0% | 41.4% | 58.6% | 41.9% | 58.1% |
| Production, transportation, and material moving | 103,940 | 94.8% | 5.2% | 95.6% | 4.4% | 95.9% | 4.1% |

Source: U.S. Census, American Community Survey, 2017 1-Year Estimate.

Women continue to be the majority in *sales, office, and service* occupations, which are typically low-salary. High-wage occupations are in *management, business, science, and arts* category, which consists of four subgroups: *management, business, and financial; computer engineering and science; education, legal, community service, arts, and media; and healthcare practitioner and technical*

occupations. In Miami, women were the majority in *education, legal, community service, arts, and media* (63.8%) and the *healthcare practitioner and technical* (66.5%) occupations. The smallest representation of women was in *computer, engineering, and science* (24.5%), which is a high-wage, high-skill occupation. Similar distributions are also present in Florida and the United States.

Median earnings across occupations and gender vary significantly; nevertheless, median earnings for men were typically higher than median earnings for women regardless of occupation. In 2017, the median earnings in the United States for full-time male workers was \$51,421 for men and \$41,512 for women. In other words, men employed full-time earned on average 19.3% more than women. As previously noted, the gap was 14.2% in Miami. The difference in Florida was approximately 13%.

In 2017, the largest gaps were between men and women in *management, business, science, and arts* occupations (24.9%), and *natural resources, construction, maintenance* occupations (23.4%). Conversely, the smallest gaps were between *sales and office* occupations (16.6%) and *service* occupations (17.6%). The United States' and the State of Florida's median earnings exceeded those in Miami for all of these categories. However the gaps were smaller in Miami-Dade in all occupational categories.

| EARNING BY OCCUPATION AND GENDER, 2017 | | | |
|---|----------|----------|-------|
| Occupation Category | Male | Female | Gap |
| Full-time, year-round civilian employed population 16 + | \$37,164 | \$31,875 | 14.2% |
| Management, business, science, and arts occupations | \$61,973 | \$46,568 | 24.9% |
| Service occupations | \$26,703 | \$21,995 | 17.6% |
| Sales and office occupations | \$36,348 | \$30,308 | 16.6% |
| Natural Resources, construction, maintenance occupation | \$30,923 | \$23,695 | 23.4% |
| Production, transportation, and material moving occupations | \$30,493 | \$23,610 | 22.6% |

Source: U.S. Census, American Community Survey, 2017 1-Year Estimate.

Since 2010, women in Miami have experienced higher median earnings in all occupations. Nevertheless, the gender gap still persists within all of the occupations. The largest increase in wages for women was in *natural resources, construction, and maintenance* (23%) and *production, transportation, and material moving* occupations (16.2%). For men, the largest growth was in *service* (16.1%) and *production, transportation, and material moving* occupations (11.2%).

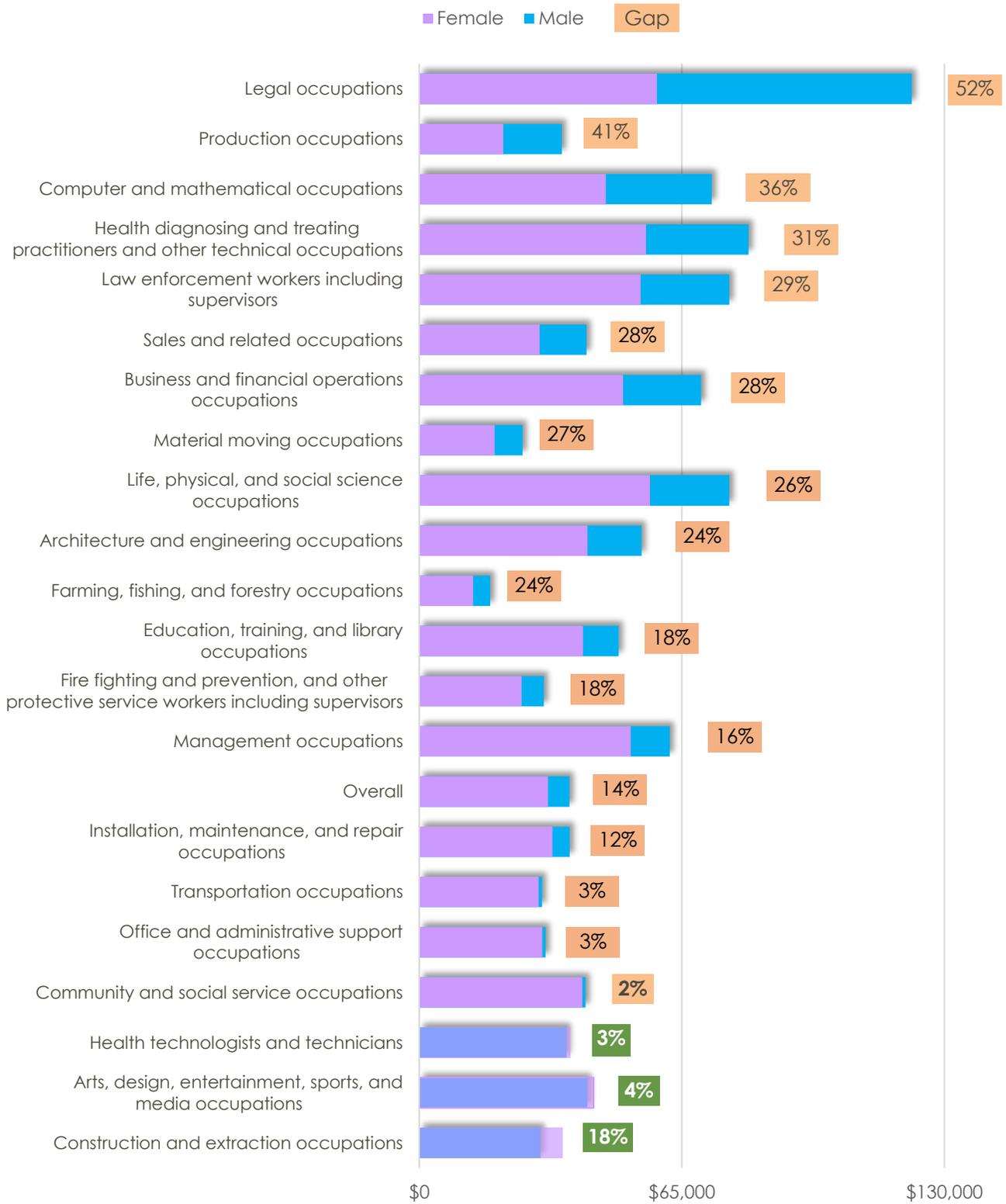
Further analysis of the Census data revealed that there are still large gender gaps in earnings, even for occupations where many women are employed. The following table reveals the top 10 highest-paid occupations for women and their earnings, as well as the gaps that still mark them. For example, the highest earning occupations for women are legal occupations (\$58,861), but the median earnings for men in legal occupations was more than double: \$121,935. The only occupation category in which women earned more than men was *arts, design, entertainment, sports, and media* occupations, in which only about 7,200 were employed in 2017. In all the other categories, there were double digit gaps.

The following figure displays the earnings gaps across major occupational categories. The largest disparities in Miami were for the *legal; production; computer & mathematical; and health diagnosing, practitioners, and technicians* occupations. In three occupational categories, women's median earnings were higher than men's – *construction, arts, media and entertainment, and health technologists*.

| EARNINGS GAP FOR TOP 10 HIGHEST EARNING OCCUPATIONS FOR WOMEN, 2017 | | | | |
|---|----------------|-----------|-------------|----------|
| Full-time, Occupation | Miami Earnings | Miami Gap | Florida Gap | U.S. Gap |
| Legal occupations | \$58,861 | 51.7% | 50.3% | 45.1% |
| Life, physical, and social science | \$57,142 | 25.5% | 2.7% | 13.2% |
| Health diagnosing and treating practitioners and other technical | \$56,154 | 31.1% | 27.3% | 31.4% |
| Law enforcement workers including supervisors | \$54,786 | 28.6% | 28.0% | 20.0% |
| Management occupations | \$52,378 | 15.6% | 21.3% | 22.9% |
| Business and financial operations occupations | \$50,442 | 27.7% | 22.2% | 21.5% |
| Computer and mathematical occupations | \$46,156 | 36.3% | 17.3% | 13.2% |
| Arts, design, entertainment, sports, and media occupations | \$43,173 | -3.8% | 15.4% | 12.0% |
| Architecture and engineering occupations | \$41,673 | 24.3% | 13.4% | 13.8% |
| Education, training, and library occupations | \$40,552 | 17.8% | 17.2% | 18.6% |

Source: U.S. Census American Community Survey, 2017 1-Year Estimate.

Earning for Full-time Workers by Gender and Occupations, Miami-Dade (2017)



Gender Comparisons by Industry

The following data represents full-time, year-round civilian employees who are 16 years and over. In 2017, 85.9% of men in the labor force worked 35 hours or more per week, as opposed to only 76.7% of women. These differences in labor status are partially responsible for the gender differences in income levels. Consequently, the analysis below only focused on full-time workers of both genders.

In 2017, women in Miami were half of the workers in *retail trade* (50%); and the majority in *other services, except public administration* (52.1%), and *educational services, health care, and social*

assistance (70%). Women were also closely represented in *finance and insurance, real estate, rental, and leasing* (48.3%).

There were some notable differences in the proportion of women in the full-time labor force in certain sectors, in comparison to Florida and the United States. Women are a higher percentage of the workforce in eight of the thirteen major industry sectors in Miami. Some of these sectors - *professional, scientific and technical services, wholesale trade and information*, for example - offer higher than average wages.

| EMPLOYMENT BY INDUSTRY SECTOR AND GENDER, 2017 | | | | | | |
|--|-------|--------|---------|--------|---------------|--------|
| Industry | Miami | | Florida | | United States | |
| | Male | Female | Male | Female | Male | Female |
| Overall full-time employees | 55.8% | 44.2% | 55.8% | 44.2% | 56.9% | 43.1% |
| Agriculture, forestry, fishing and hunting, and mining | 70.4% | 29.6% | 77.3% | 22.7% | 82.9% | 17.1% |
| Construction | 91.5% | 8.5% | 90.1% | 9.9% | 91.3% | 8.7% |
| Manufacturing | 67.0% | 33.0% | 72.8% | 27.2% | 72.7% | 27.3% |
| Wholesale trade | 65.4% | 34.6% | 71.9% | 28.1% | 72.4% | 27.6% |
| Retail trade | 50.0% | 50.0% | 55.3% | 44.7% | 56.9% | 43.1% |
| Transportation and warehousing, and utilities | 75.8% | 24.2% | 76.9% | 23.1% | 77.3% | 22.7% |
| Information | 57.9% | 42.1% | 64.1% | 35.9% | 62.4% | 37.6% |
| Finance and insurance, and real estate and rental and leasing | 51.7% | 48.3% | 47.7% | 52.3% | 47.9% | 52.1% |
| Professional, scientific, and management, and administrative and waste management services | 57.5% | 42.5% | 60.1% | 39.9% | 61.5% | 38.5% |
| Educational services, and health care and social assistance | 30.0% | 70.0% | 27.4% | 72.6% | 27.7% | 72.3% |
| Arts, entertainment, and recreation, and accommodation and food services | 59.7% | 40.3% | 56.7% | 43.3% | 54.6% | 45.4% |
| Other services, except public administration | 47.9% | 52.1% | 53.9% | 46.1% | 55.5% | 44.5% |
| Public administration | 59.8% | 40.2% | 56.6% | 43.4% | 56.9% | 43.1% |

Source: U.S. Census, American Community Survey, 2017 1-Year Estimate.

The industry in which women are employed may account for income disparities between genders. Comparison of median earnings in each industry revealed that the wage gap persists in most industries. Women earned less than men in all industries except for *construction* (14.5% more) and *transportation, warehousing, and utilities* (1.5% more). In *construction*, women only accounted for 8.5% of the full-time workforce, yet they made an average of \$35,851, while men in their industry only made \$31,310. Additionally, for women in *transportation, warehousing, and utilities*, women accounted for 24.2% of the full-time workforce, and their median income had a slight advantage of \$39,315 compared to \$38,715 for men. The table also shows comparisons for some sub-sectors. One notable finding is that while in the real estate subsector earnings are almost equal for men and women, there was a decrease in the gap in the finance and insurance sector. In 2016, full-time female workers in that sector earned 62 cents for every dollar a man earned. In 2017, women's earnings were 82% of men's median earnings. The information sector has the largest gap increase from 2016 when women earned only 10% less than men, to 2017 when women earned only 64% of male earnings. The largest earnings gap in 2017 was in the manufacturing sectors, with women earning only 63 cents to every dollar a man earned. Interestingly, in sectors in which women earn more, the gap between women and men is increasing.

Overall statistics from the State of Florida revealed that men were paid more than women in all industries except for *construction*. The largest gap between Florida men and women was in *manufacturing* (29.3%) followed by *finance and insurance* (28%).

When compared to national statistics, men were paid more than women in all industries. The largest industry gap was in *finance and insurance* at 40.1%. The smallest gap between men and women was in *construction*, with men earning 5.2% more nationally.

| MIAMI-DADE, WOMEN'S EARNINGS GAP, 2016-2017 | | | | |
|---|----------|----------|---------------|----------------------|
| Industry Sector | 2016 Gap | 2017 Gap | 2017 Earnings | Gap Change 2016-2017 |
| Full-time, population 16 years and over with earnings | 15.1% | 14.2% | \$31,875 | ↓ |
| Agriculture, forestry, fishing and hunting, and mining | 15.2% | 19.8% | \$15,187 | ↑ |
| Construction | (3.2%) | (14.5%) | \$35,851 | ↑ |
| Manufacturing | 38.4% | 37.3% | \$25,817 | ↔ |
| Wholesale trade | 8.4% | (0.6%) | \$40,146 | ↓ |
| Retail trade | 14.8% | 22.8% | \$25,579 | ↑ |
| Transportation, warehousing, utilities: | (0.1%) | (1.5%) | \$39,315 | ↔ |
| Transportation and warehousing | (3.7%) | (4.3%) | \$38,101 | ↔ |
| Utilities | (16.1%) | (33.5%) | \$80,631 | ↑ |
| Information | 10.0% | 35.9% | \$36,269 | ↑ |
| Finance and insurance, and real estate and rental and leasing: | 18.6% | 13.4% | \$44,577 | ↓ |
| Finance and insurance | 38.2% | 17.8% | \$50,055 | ↓ |
| Real estate and rental and leasing | 1.2% | 0.8% | \$39,790 | ↔ |
| Professional, scientific, management, and Admin. and waste mgmt services: | 27.4% | 21.6% | \$32,290 | ↓ |
| Professional, scientific, and technical services | 44.6% | 34.2% | \$46,752 | ↓ |
| Management of companies and enterprises | (16.9%) | (2.2%) | \$70,705 | ↓ |
| Administrative and support and waste management services | 6.2% | 9.6% | \$24,662 | ↑ |
| Educational services, and health care and social assistance: | 21.2% | 21.9% | \$35,850 | ↔ |
| Educational services | 10.7% | 10.3% | \$41,079 | ↔ |
| Health care and social assistance | 26.5% | 30.3% | \$32,106 | ↔ |
| Arts, entertainment, and recreation, and accommodation and food services: | 25.5% | 19.1% | \$24,361 | ↓ |
| Arts, entertainment, and recreation | 26.1% | 7.9% | \$30,854 | ↓ |
| Accommodation and food services | 22.2% | 18.1% | \$23,347 | ↓ |
| Other services, except public administration | 28.3% | 24.7% | \$20,947 | ↓ |
| Public administration | 25.5% | 28.5% | \$47,485 | ↑ |

If the change falls within the data margin of error, change is shown as "status quo" or ↔

Class of Worker

The U.S. Census classifies all workers over the age of 15 according to the type of work they do most regularly. There are six classes: private for-profit wage and salary workers; private not-for-profit wage and salary workers; local government workers; state government workers; federal government workers; self-employed in own not-incorporated business workers and unpaid family workers. The majority of Miami-Dade’s workers were in the private for-profit sector (77.6%). This was higher than the 72.4% nationally, but close to the 76.5% of private employees in the State of Florida.

In 2017, women were the majority in the private not-for-profit wage and salary workers (64.2%), local government workers (55.2%), and state

government workers (60.5%). These are similar to gender distributions at state and national levels. Women experienced the most growth in the self-employed and unpaid family workers class (11.7%) and the least growth in private for-profit wages and salary workers (-0.9%). Women experienced the strongest decline in the private for-profit wage and salary worker class under employees of private companies (-1.3%).

The following table shows all Miami-Dade workers, both full-time and part-time. If part-time workers are excluded, women are a smaller percentage of workers in all worker classes with the exception of private not-for-profit wage and salary workers. As previously noted, a larger percentage of women than men work part-time.

| MIAMI-DADE CLASS OF WORKER BY GENDER | | | | | | |
|--|--------|----------|--------|----------|-----------------|---------|
| Class of Worker | 2010 | | 2017 | | 2017 Employment | |
| | % Male | % Female | % Male | % Female | Male | Female |
| Full-time, year-round civilian employed population 16 years and over | 53.4% | 46.6% | 53.20% | 46.8% | 703,929 | 619,473 |
| Private for-profit wage and salary workers: | 54.2% | 45.8% | 54.6% | 45.4% | 560,250 | 466,668 |
| • Employee of private company workers | 52.5% | 47.5% | 53.1% | 46.9% | 500,372 | 441,349 |
| • Self-employed in own incorporated business workers | 73.2% | 26.8% | 70.3% | 29.7% | 59,878 | 25,319 |
| Private not-for-profit wage and salary workers | 38.6% | 61.4% | 35.8% | 64.2% | 24,726 | 44,313 |
| Local government workers | 48.4% | 51.6% | 44.8% | 55.2% | 35,338 | 43,609 |
| State government workers | 41.6% | 58.4% | 39.5% | 60.5% | 8,791 | 13,457 |
| Federal government workers | 59.9% | 40.1% | 56.9% | 43.1% | 11,022 | 8,351 |
| Self-employed in own not incorporated business and unpaid family workers | 64.4% | 35.6% | 59.7% | 40.3% | 63,802 | 43,075 |

Source: U.S. Census, American Community Survey, 2010 and 2017 1-Year Estimate.

The gender wage gap remained and even increased for some classes of workers. The most notable gap increase was for the federal government workers, where the gap increased from 5.2% in 2016 to 18.9% in 2017. Another significant increase was in the private, nonprofit class, where women in 2017 earned 78 cents to a dollar a man earned, down from 89 cents in 2016. The earnings gap in the two self-employed categories decreased but still remains substantial. In 2017, women self-employed in own incorporated businesses earned 82 cents to a dollar men earned, up from 73 cents in 2016. In 2017, women who were self-employed in own not-incorporated business and unpaid family workers earned 23 cents less than men, down from 37 cents less in 2016.

Miami’s earnings gaps across some classes of workers were similar to Florida. Miami had a larger earnings gap for private not-for-profit wage and salary workers (21.6%), compared to the State of Florida (15.5%). The earnings gap was smaller in

Miami for self-employed workers in own incorporated business but larger for the self-employed in own not-incorporated business workers.

Also notable is that 78.9% of all full-time workers are classified as private for-profit wage and salary workers. The earnings gap for that class in Miami is the same as Florida’s but significantly smaller than the United States. However, median earnings for lower than earnings in Florida and 26% lower than the national figure.

| EARNINGS GAPS BY CLASS OF WORKER, FULL TIME 16 YEARS AND OVER (2017) | | | |
|---|--------------|----------------|-----------|
| Class of Worker | Miami | Florida | US |
| Full-time, year-round civilian employed population | 14.2% | 13.0% | 19.3% |
| Private for-profit wage and salary workers: | 15.2% | 15.2% | 23.2% |
| • Employee of private company | 14.4% | 14.6% | 23.2% |
| • Self-employed in own incorporated business | 17.6% | 21.0% | 24.2% |
| Private not-for-profit wage and salary | 21.6% | 15.5% | 13.1% |
| Local government | 20.7% | 18.8% | 15.1% |
| State government | 12.0% | 13.4% | 16.3% |
| Federal government | 18.9% | 16.5% | 12.1% |
| Self-employed in own not incorporated business and unpaid family workers | 23.3% | 18.6% | 25.5% |

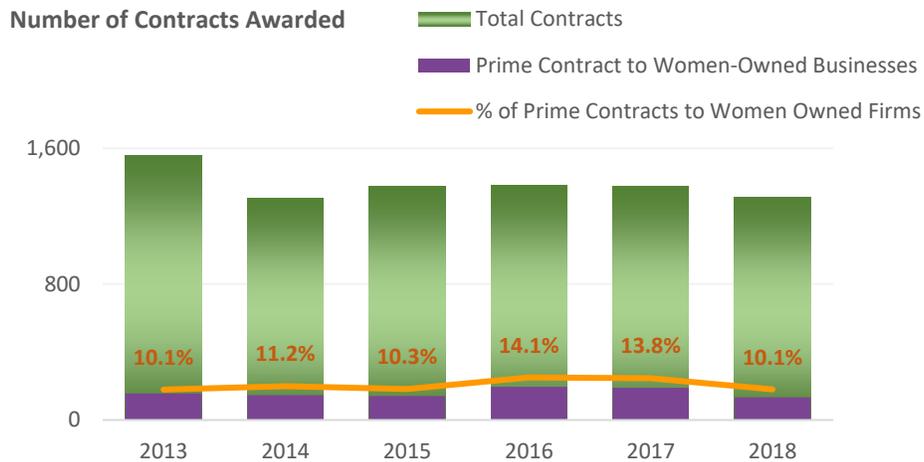
Source: U.S. Census, American Community Survey, 2017 1-Year Estimate

Contracts to Women-Owned Businesses

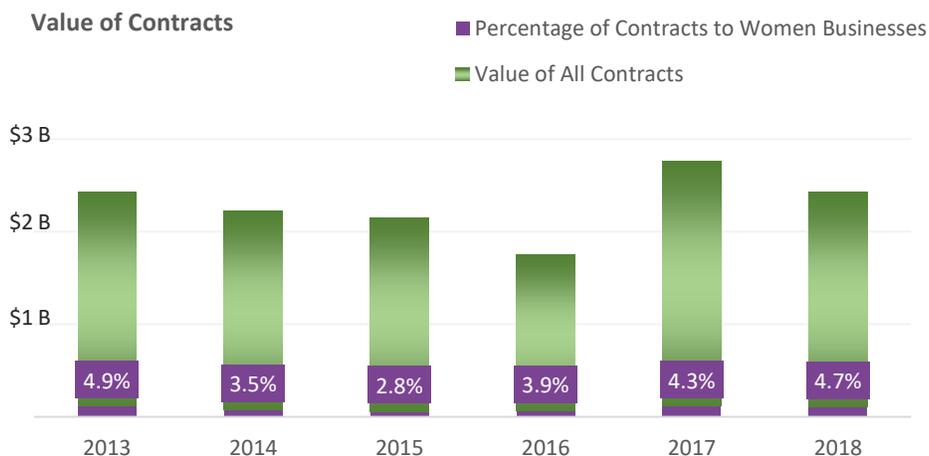
The Miami-Dade County Internal Services Department provided information on the contracts awarded by the county overall and to women-owned businesses. The demographic data is what has been reported to the Miami-Dade County Small Business Development Division on a required or voluntary basis, for certified and non-certified firms, respectively, as of January 2019.

In 2018, Miami-Dade County awarded 1,311 contracts, 133 of which were to women-owned businesses as prime contractors and 51 were subcontractors. The number of women-owned firms who were prime contractors with the county has fluctuated over the last six years. The highest number of prime contracts to women-owned businesses was in 2016 – 195, while the lowest was in 2018 – 133 (See [Appendix A](#)).

The following figure shows the percentage of prime contracts awarded to women-owned businesses. In total, out of the 8,305 contracts awarded in the 2013-2018 period, women-owned firms have been the prime contractor on only 963, or 11.6%.



The proportion of the value of contracts to women-owned firms follows a similar patterns. Overall, in the 2013-2018 period, approximately \$535.8 million out of over \$13.2 billion has been awarded to women-owned firms. Women-owned firms have been awarded only 4.1% of total contract value.



Analysis of Miami-Dade County Employees

The Miami-Dade County Human resources department provided the full database of county employees with information on their salaries, hiring data, job category and other characteristics. The data was last updated in January 2019. The following section describes the characteristics of Miami-Dade County employees overall and with comparison across genders.

Miami-Dade County has 28,400 employees of whom 25,907 work full time. The analysis excludes part-time, seasonal and temporary employees, as well as the thirteen county commissioners who only receive a nominal salary of \$6,000. Similar to previous analyses, there are more men than women employed in the county and the overall gaps in salaries remain almost the same as in the past report. In 2018, there was an 11.3% gap in the average salaries of men and women, and a 16.2% gap in the median salary. The 2019 data shows the gaps remained almost the same at 11.4% and 16.1% respectively.

| | Overall | Men | Women | Gaps |
|--------|----------|----------|----------|-------|
| Mean | \$70,371 | \$73,675 | \$65,289 | 11.4% |
| Median | \$64,283 | \$69,457 | \$58,291 | 16.1% |
| Count | 25,907 | 15,700 | 10,207 | |

To understand if there are other factors that may influence the difference in salaries between men and women, the analysis looks at the other available characteristics of county employees including types of positions, tenure and educational attainment. Since average values may be skewed by outliers – very high or very low values, the following gap analysis by employee characteristics relies on comparison of median salaries. The tables in [Appendix B](#) show the detailed analysis.

Educational Attainment

In relation to educational attainment, there are 3,475 women and 3,700 men who have a bachelor’s degree or higher. The salary gaps are present across all level of educational attainment but are smallest for those with less than high school degree and with doctoral degrees – approximately 6%. Men with associate’s degrees are paid 29.0% more than women. The difference between men and women with bachelor’s degrees is 13.1%.

Tenure

The wage gaps exist across all categories of tenure. The largest differences are between male and female employees who have been with the county between 6 and 25 years. The smallest gap – 9.4% - is for male and female employees who have been hired within the past five years. The gap for more recent hires was also the smallest in the comparisons from previous years, which may point to an effort from the county to implement intentional policies towards decreasing the salary gaps.

Positions

The wage gaps vary depending on the positions in the county, with the gap in favor of women in *some* positions, but still in favor of men for *most* of them. Almost half of county employees are in the non-supervisory position category, in which women make 9.5% less than men. The second classification with a large number of employees, over 6,000, is supervisors. Female supervisors make 14.7% less than men. The largest gap is for Senior Bureau Chiefs, Commanders and Heads – 15.2% in favor of men. There are over 900 employees in that category. The three positions in which the gap is in favor of women are Department Directors (0.7%), Deputy Mayor or Special Advisor (3.5%), and Assistant Division Directors (9.9%).

Appendix A: Miami-Dade County Contracts to Women-Owned Businesses (2013-2018)

| Data Category | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|--|--|---|--|--|--|
| 1. Number of contracts and subcontracts awarded to women-owned businesses | Prime – 157 Sub – 269 | Prime – 147 Sub – 226 | Prime – 141 Sub – 213 | Prime – 195 Sub – 311 | Prime – 190 Sub – 237 | Prime – 133 Sub – 51 |
| 2. Total number of contracts awarded | 1557 | 1307 | 1374 | 1382 | 1374 | 1311 |
| 3. Value of contracts and subcontracts to women-owned businesses | Prime - \$98,520,184.96 Sub - \$15,190,189.26 | Prime - \$28,926,794.03 Sub - \$46,846,867.92 | Prime - \$49,556,988.39 Sub - \$9,141,793.22 | Prime - \$33,218,265.58 Sub - \$32,102,653.35 | Prime - \$63,479,328.32 Sub - \$49,941,626.31 | Prime - \$103,225,822.99 Sub - \$5,620,519.93 |
| 4. Total value of all contracts | \$2,319,010,525.08 | \$2,149,025,755.07 | \$2,095,354,478.56 | \$1,690,650,671.44 | \$2,648,114,117.88 | \$2,321,205,166.95 |
| 5. Number of businesses which are 100% women-owned | 77 – Prime 123 - Subs | 68 – Prime 102 – Subs | 60 – Prime 96 - Subs | 84 – Prime 141 - Subs | 94 – Prime 113 - Subs | 52– Prime 19 – Subs |
| 6. Number of businesses with women as majority owners | 80 – Prime 146 - Subs | 79 – Prime 124 – Subs | 81 – Prime 117 - Subs | 111 – Prime 170 - Subs | 96 – Prime 124 - Subs | 81 – Prime 32 - Subs |

Source: Miami-Dade County, Internal Services Department

Notes:

- The demographic data is what has been reported to the Miami-Dade County Small Business Development Division on a required or voluntary basis, for certified and non-certified firms, respectively, as of January 2019.
- Due to reporting limitations of the contracts database, there may be additional businesses where women are minority owners or on contracts awarded to multiple firms, but they were not able to be identified by the publishing deadline.
- The total number of contracts corresponds to the total number of women-owned businesses that were awarded or subcontracted with, even if the same women-owned business was awarded multiple contracts or was a subcontractor/sub-consultant on more than one contract.

Appendix B: Miami-Dade County Employee Analysis

| MEDIAN ADJUSTED ANNUAL RATE BY EDUCATIONAL ATTAINMENT, 2019 | | | |
|---|-----------------|-----------------|--------------|
| | Women | Men | Gap |
| Less than High School | \$45,646 | \$48,854 | 6.6% |
| High School | \$52,593 | \$63,807 | 17.6% |
| Some College | \$49,352 | \$65,523 | 24.7% |
| Associate degree | \$59,499 | \$83,801 | 29.0% |
| Bachelor's degree | \$73,795 | \$84,936 | 13.1% |
| Some graduate school | - | \$43,335 | - |
| Technical School | \$36,593 | \$42,261 | 13.4% |
| Master's degree | \$81,066 | \$97,305 | 16.7% |
| Doctorate and Post Doctorate | \$93,756 | \$99,926 | 6.2% |
| Overall | \$58,291 | \$69,457 | 16.1% |

| MEDIAN ADJUSTED ANNUAL RATE BY POSITION, 2019 | | | |
|--|-----------|-----------|-------|
| Position | Female | Male | Gap |
| Deputy Mayor/Special Advisors | \$277,271 | \$267,852 | -3.5% |
| Assistant to the Deputy Mayor | \$74,946 | \$88,065 | 14.9% |
| Department Directors | \$194,422 | \$193,161 | -0.7% |
| Deputy Directors | \$170,000 | \$198,828 | 14.5% |
| Assistant Directors | \$151,582 | \$159,924 | 5.2% |
| Division Directors | \$125,700 | \$136,749 | 8.1% |
| Assistant to Directors | \$109,114 | \$120,198 | 9.2% |
| Assistant Division Directors | \$110,518 | \$100,540 | -9.9% |
| Senior Bureau Commanders/Bureau Commanders/Section Heads | \$105,744 | \$124,659 | 15.2% |
| Associate Directors | | \$123,157 | |
| Supervisors | \$79,408 | \$93,059 | 14.7% |
| Non-Supervisory | \$47,330 | \$52,298 | 9.5% |
| Non-Supervisory Professionals | \$67,200 | \$77,384 | 13.2% |
| Protective Services | \$72,682 | \$83,201 | 12.6% |

| MEDIAN ADJUSTED ANNUAL RATE BY TENURE, 2019 | | | |
|---|----------|----------|-------|
| | Women | Men | Gap |
| < 5 | \$43,451 | \$47,960 | 9.4% |
| 6-10 | \$46,711 | \$55,861 | 16.4% |
| 11-15 | \$66,463 | \$77,020 | 13.7% |
| 16-20 | \$60,414 | \$73,227 | 17.5% |
| 21-25 | \$73,795 | \$85,131 | 13.3% |
| Over 25 | \$75,970 | \$84,987 | 10.6% |

Analysis Limitations

The county employee database does not contain information on the field of degree attained, for examples MBA, M.A., or Bachelors in Social Work vs. Bachelors in Finance. The field of degree affects career paths and occupations, and may result in different salary prospects.

While the employee database contains information on supervisory status, that category does not simply classify employees in supervisory or non-supervisory positions, but also includes various other positions as separate from those two general categories. For that reason, the effect of supervisory status on salaries cannot be analyzed. Below are the categories in that field, as provided by the Miami-Dade County Human Resources Department.

SUPERVISOR STATUS/ REPORTING CODES

| | |
|----|------------------------------------|
| 01 | Mayor/ Commissioners |
| 02 | Deputy Mayors/Special Advisors |
| 03 | Assistant to Deputy Mayor |
| 04 | Department Directors |
| 05 | Deputy Directors |
| 06 | Assistant Directors |
| 07 | Division Directors |
| 08 | Assistant to Directors |
| 09 | Assistant Division Directors |
| 10 | Sr. Bureau Commanders/Section Head |
| 11 | Associate Directors |
| 12 | Supervisor Classes |
| 13 | Non-Supervisory |
| 14 | Non-Supervisory Professionals |
| 15 | Protective Services |

The Status of Women in Miami-Dade County:

Economic Participation, Opportunity and Equity

2019



FIU | Metropolitan
Center