

# The Status of Women in Florida by County: Employment & Earnings

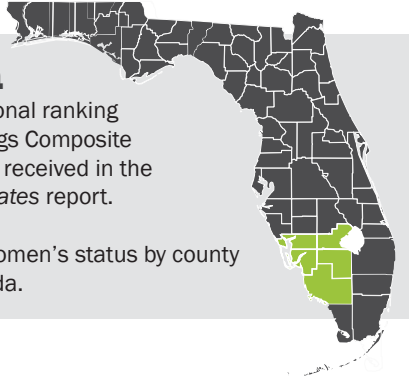
Women have made progress over the past several decades; there are, however, significant areas for improvement for women in Florida. Since the publication of the Institute for Women's Policy Research's 2004 report *The Status of Women in the States*, Florida's grade for women's employment and earnings has worsened from a C- to a D+. *The Status of Women in Florida by County: Employment & Earnings* examines data on women's employment, earnings and occupations and trends over time, including research and analysis necessary to make data-driven decisions. [View the full report at fpnetwork.org/fwfa](http://fpnetwork.org/fwfa).

## Key Findings

### Southwest Florida

Florida earns a grade of D+ and national ranking of 36th on the Employment & Earnings Composite Index, a decline from the C- the state received in the 2004 *The Status of Women in the States* report.

Statewide findings of disparities in women's status by county are also apparent in Southwest Florida.

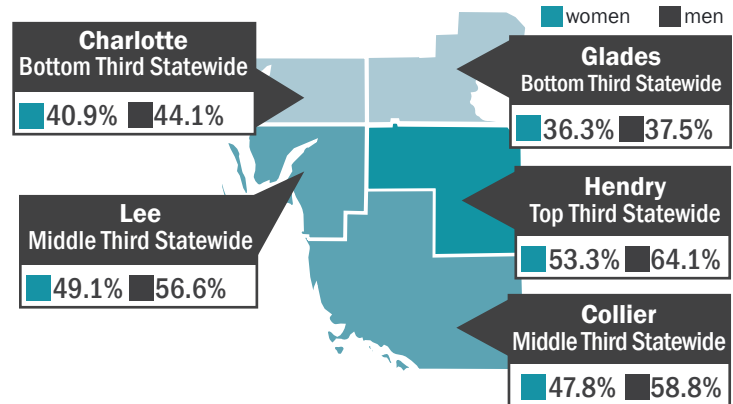


### Labor Force Participation

Slightly more than half (53.7 percent) of women aged 16 and older in Florida are in the labor force, meaning they are employed or actively looking for work. Southwest Florida counties have lower women's labor force participation than the state overall.

Glades is one of four Florida counties with fewer than 40% of women in the labor force; the other three counties (Sumter, Citrus, Highland) have large populations of women over age 65.

#### Labor Force Participation, by County, 2016

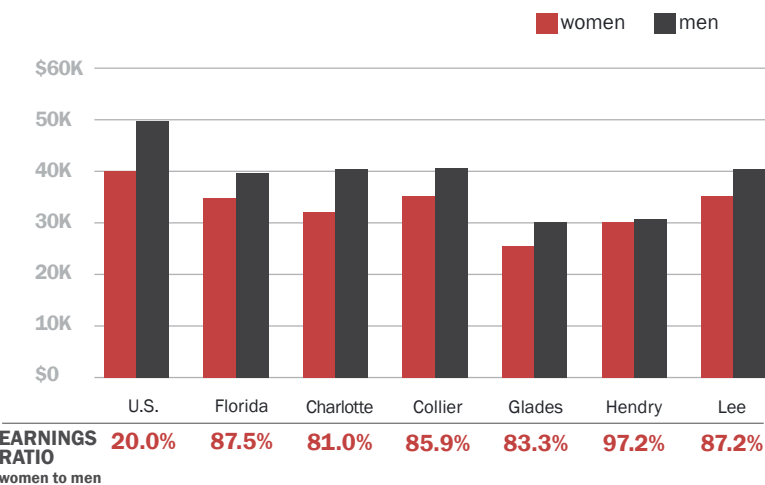


### Earnings and the Gender Wage Gap

In Florida, women who work full-time, year-round earn 87.5 cents for every dollar that men working full-time, year-round earn. This also varies widely by county. While the gender wage gap in Hendry county is just 2.8%—meaning women in Hendry county earn 97.2 cents for every dollar that men earn—the gender wage gap in other Southwest Florida counties is higher than the state overall.

Additionally, the gender wage gap of 12.5% in Florida is much narrower than the wage gap in the United States overall (20.0%), due in part to the low earnings of men in the state; men in Florida have median annual earnings of \$40,000, compared with a national median of \$50,000.

#### Median Annual Earnings and Gender Earnings Ratio, by County, 2016



### Broad Occupational Groups

Women are concentrated in a few occupations. This occupational segregation contributes to the gender wage gap, since at every skill level – low, medium, high – earnings are highest in male-dominated occupations and lowest in female-dominated occupations.

#### Distribution of Women by Broad Occupational Group, by County, 2016

County	All Employed Women	Management, Business, Science, and Arts	Service	Sales and Office	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material Moving
Charlotte	28,397	32.4%	26.7%	36.5%	0.7%	3.7%
Collier	66,902	31.4%	28.8%	33.5%	2.6%	3.7%
Glades	1,511	27.7%	16.7%	49.5%	1.6%	4.4%
Hendry	6,152	34.9%	15.0%	33.4%	10.8%	5.8%
Lee	132,012	35.0%	24.4%	36.2%	0.8%	3.6%

- Management, Business, Science, and Arts
- Service
- Sales and Office
- Natural Resources, Construction, and Maintenance
- Production, Transportation, and Material Moving



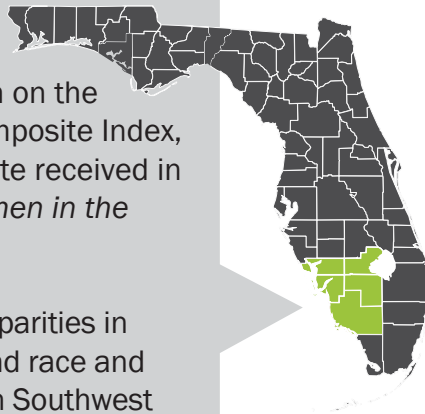
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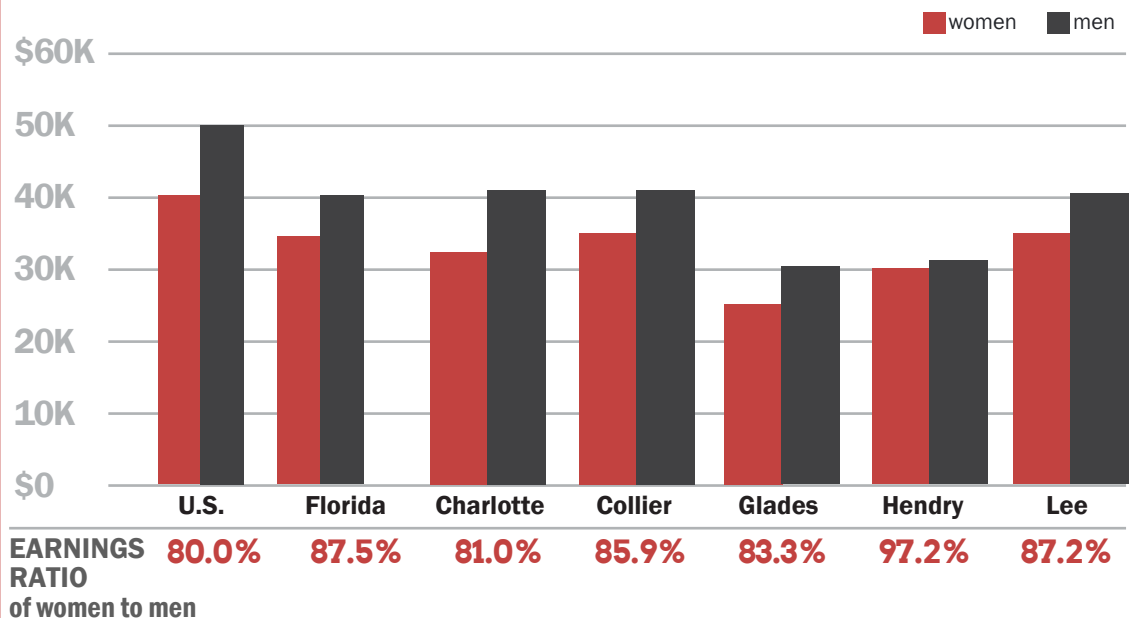
The statewide findings of disparities in women's status by county and race and ethnicity are also apparent in Southwest Florida. For instance, the gender wage gap in Hendry county is 2.8%, whereas the gender wage gap in other SWFL counties is higher than the state overall (12.5%).



### Median Annual Earnings and Gender Earnings Ratio, by County, 2016

In Florida, women who work full-time, year-round earn 87.5 cents for every dollar that men working full-time, year-round earn. Both women and men in Florida have lower earnings than in the nation overall, and Florida women's median earnings vary widely by county.

The gender wage gap of 12.5% in Florida is much narrower than the wage gap in the United States overall (20.0%), due in part to the low earnings of men in the state; men in Florida have median annual earnings of \$40,000, compared with a national median of \$50,000.



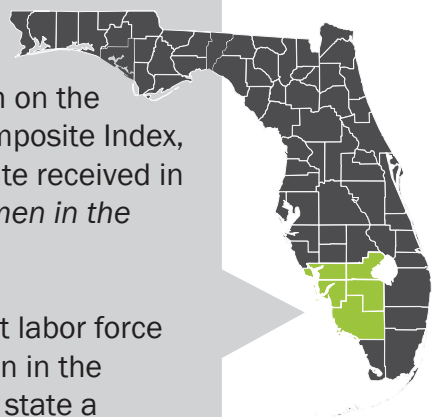
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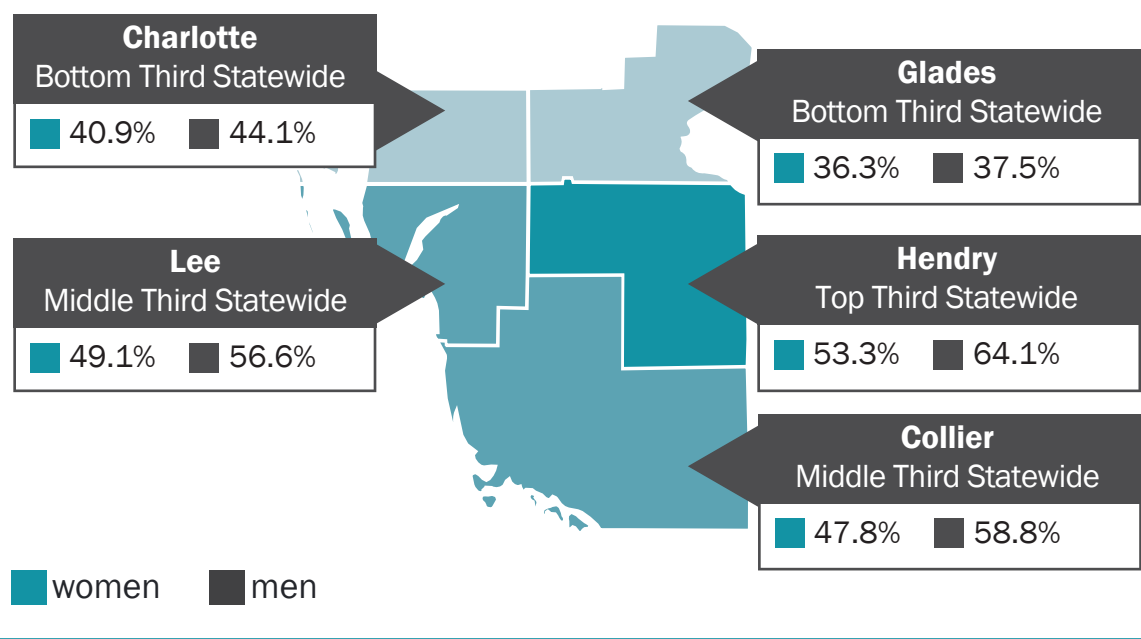
Florida has one of the lowest labor force participation rates for women in the country (53.7%) earning the state a ranking of 48th. There is a large variation in women's labor force participation rates across Florida counties, ranging from 24.6 to 62.9 percent.



### Labor Force Participation, by County, 2016

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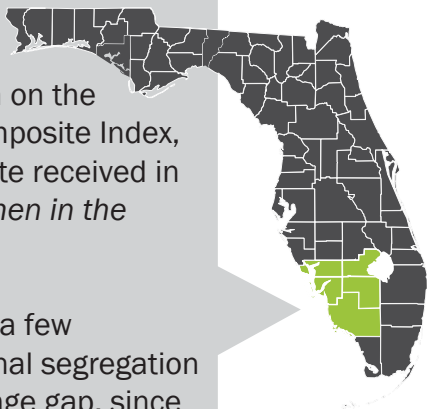
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### Distribution of Women by Broad Occupational Groups, by County, 2016

Southwest Florida experiences similar statewide trends, with most women concentrated in three occupational groups: management, business, science, and arts; service; and sales and office. Very small shares of women are employed in natural resources, construction, and maintenance; Hendry county is an exception where 10.8 percent of women work in this occupational group.

