

Special Report:

Women's Work and Pay Equity in San Angelo July, 2013

For more information about this report, contact Kenneth L. Stewart (<u>Kenneth.stewart@angelo.edu</u>) or Casey Jones (<u>casey.jones@angelo.edu</u>) at Community Development Initiatives in the ASU Center for Community Wellness, Engagement, and Development. We acknowledge the special contributions to this report by Susan McLane at Community Development Initiatives.

The number of women workers in the American economy increased by more than 51 million over the past half century. This compared to some 37 million additional men. The national female labor force participation rate reached 57.7 percent in 2012. Male participation, in contrast, has declined from 85.5 percent in 1956 to 70.2 percent in 2012. The increased engagement of women in the labor force deserves a share of credit for the nation's economic growth, increased productivity, and improved living standards over the past half century.

San Angelo followed this trend as well. Today, in fact, women are essential income providers in San Angelo households where both husband and wife work in half of the city's families headed by married couples and 65 percent of children live in households with parents who work (including both parents in married-couple families and the only parent in single-parent families).

The significant and growing importance of women in the vitality of the city's economy and as breadwinners in local families motivated this research on women's work and pay in San Angelo. All data originate from the 2000 Decennial Census and the 2011 American Community Survey 1-year estimates. Both sources are online from the US Census Bureau at http://factfinder2.census.gov.

The following fact sheets report the key findings from the study.

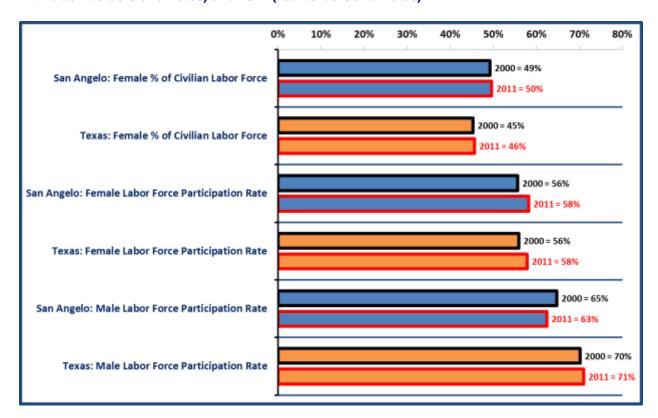


Special Report

State & Local Labor Force Engagement 2000 & 2011

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The chart below compares female labor force engagement within the local San Angelo economy (indicated in the blue bars) compared to the state (orange bars). The chart depicts some important constants as well as changes in labor force engagement between the year 2000 (indicated by bars with black borders and notes) and 2011 (red borders and notes).



Being about one of every two workers in San Angelo, Women comprise a larger slice of the local labor force than statewide (by about 4 percentage points in both 2000 and 2011). The female labor force participation rate is increasing at about the same pace at both local and state levels (both increased from about 56% to 58%) between 2000 and 2011). The participation rate for males in San Angelo is lower and declining (changing from 65% in 2000 to 63% in 2011) compared to a more constant rate for males statewide (70% in 2000 and 71% in 2011).



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Majority Female and Male Occupational Clusters 2011

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The chart below depicts 23 occupational clusters that employed about 95 percent of San Angelo wage and salary earners in 2011. Eleven clusters had a majority of female earners. Males were the majority of earners in 12 of the clusters.

Occupational Cluster	Total 2011 Earners	Percent Female	Median Earnings
Majority Female			
Personal care and service occupations	661	93.3%	\$10,576
Healthcare support occupations	1,742	88.5%	\$10,260
Community and social services occupations	1,419	76.0%	\$30,648
Office and administrative support occupations	4,674		\$22,368
Health technologists and technicians	1,715		\$29,773
Legal occupations	581	62.0%	\$31,571
Building and grounds cleaning and maintenance occupations	2,771	61.0%	\$10,889
Health diagnosing and treating practitioners and other technical occupations	2,423	60.2%	\$67,613
Education, training, and library occupations	2,718	55.3%	\$41,243
Sales and related occupations	4,070	54.2%	\$22,786
Fire fighting and prevention, and other protective service workers including supervisors	1,084	52.1%	\$4,877
	Averag	e Median Earnings =	\$25,691
Majority Male			
Business and financial operations occupations	1,536	43.9%	\$41,395
Management occupations	2,773	42.2%	\$46,607
Food preparation and serving related occupations	3,096	42.0%	\$8,660
Law enforcement workers including supervisors	535	38.9%	\$37,765
Architecture and engineering occupations	220	28.2%	\$41,500
Farming, fishing, and forestry occupations	250	27.2%	\$40,037
Material moving occupations	413	26.4%	\$24,614
Computer and mathematical occupations	434	23.5%	\$50,760
Production occupations	3,099	20.4%	\$15,839
Arts, design, entertainment, sports, and media occupations	588	20.1%	\$30,231
Construction and extraction occupations	1,284	18.0%	\$21,152
Installation, maintenance, and repair occupations	1,750	2.6%	\$25,067
Average Median Earnings =			\$31,969

Median earnings in the majority female occupations averaged \$25,691 and ranged between median earnings of \$4,877 and \$67,613. The median earnings in majority male occupations ranged from \$8,660 to \$50,760 with an average median earning level of \$31,969.

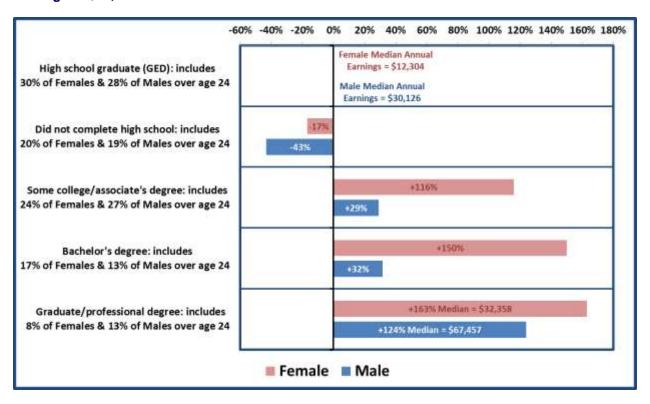


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Gender and the Education-Earnings Premium 2011

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The following chart illustrates adjustments to female and male earnings that were associated with various levels of educational attainment in the local economy in 2011. The chart uses high school graduation as the baseline level of education. High school graduation is the level of education attained by 30 percent of women and 28 percent of men over the age of 24 in San Angelo. Women at this level had median earnings of \$12,304 in 2011. Male high school graduates had median earnings of \$30,126.



The median earnings of males who failed to complete high school were 43 percent lower than the of \$30,126 level of their peers who graduated from high school. Median earnings for females not completing high school were 17 percent lower than their peers who completed high school.

Levels of educational attainment beyond high school added large percentage gains to the median earnings of females. The increase was 116 percent over the high graduate's median for women achieving some college or an associate's degree. Women with bachelor's degrees earned 150 percent more than female high school graduates and those with graduate or professional degrees had median earnings that were 163 percent more than their high school graduate peers.

The gain in median earnings for males was more modest at each level beyond high school.