

STATUS OF WOMEN IN THE STATES



www.statusofwomendata.org

Fact Sheet, IWPR #R523, March 2018

The Economic Status of Women in Collin, Dallas, & Denton Counties, Texas

Women in Texas have made progress in recent years, but still face inequities that can prevent them from reaching their full potential. This fact sheet examines trends in Texas women's status in the areas of employment and earnings, and poverty and opportunity. For each topic, data for women in Collin, Dallas, and Denton Counties are provided by race and ethnicity, revealing disparities within each county and across the region.

- Women in Texas aged 16 and older who work full-time, year-round have median annual earnings of \$37,400, which is 79.6 cents on the dollar compared with similarly employed men (Table 1). Women's median earnings in Dallas County are similar to the state average, \$37,511, and women in Denton and Collin counties have higher annual earnings (\$46,362 and \$50,691, respectively; Table 1). Asian/Pacific Islander women in Collin County have the highest earnings, at \$64,907 annually, and Hispanic women in Dallas County have the lowest earnings, at \$25,345 (Table 2).
- The gender wage gap is smallest in Dallas County, where women earn 92.6 cents on the dollar compared with men (Table 1). The gap is much wider in Denton County at 76.2 percent, and Collin County at 70.3 percent (Table 1). Hispanic women in Collin, Dallas, and Denton counties who work full-time, year-round earn less than half of White men's earnings; in Dallas County, Hispanic women earn just 38.4 cents for every dollar earned by White men in the county (Table 2).
- About 58 percent of women in Texas aged 16 and older are in the labor force (Table 1). The labor force participation rate in all three counties—Collin (62.9 percent), Dallas (61.7 percent), and Denton (66.6 percent)—is higher than in the state overall (Table 1). Among women, Black women have the highest labor force participation rate in each county (Table 2).
- A growing share of employed women in Texas are in managerial or professional occupations. About 40 percent of women in Texas hold these positions, which tend to require a four-year degree and often have higher wages and employment benefits (Table 1). The share of employed women in managerial or professional occupations varies by county, from a low of 37.9 percent in Dallas County to a high of 53.9 percent in Collin County (Table 1). Hispanic women in Collin, Dallas, and Denton counties are the racial/ethnic group of women least likely to be employed in managerial or professional occupations (Table 2).

If working women in Texas were paid the same as comparable men, their average annual earnings increase would be \$7,300 and their poverty rate would be reduced by 51%.

If current trends continue, women in Texas will not receive equal pay until 2049.

- Seventy-eight percent of Texas's women aged 18 to 64 have health insurance coverage, which is below the national average for women (89.4 percent; Table 3). Fewer than three in four women in Dallas County have health insurance (74.0 percent), while 85.8 percent of women in Denton County and 87.7 percent of women in Collin County have coverage (Table 3). In all three counties, Hispanic women are the least likely to have health insurance (Table 4).
- Approximately 29 percent of women aged 25 and older in Texas have a bachelor's degree or higher. Educational attainment among women varies widely by race and ethnicity. Less than 10 percent of Hispanic women in Dallas County have a bachelor's or advanced degree, while over 70 percent of Asian/Pacific Islander women in Collin County have that level of education (Table 4).
- In Texas, 36.8 percent of businesses are owned by women, slightly above the national average of 35.8 percent.
- Seventeen percent of Texas women aged 18 and older live in poverty; smaller shares of women in Collin and Denton counties are poor (7.4 and 10.1 percent, respectively; Table 3). Comparing women in the three counties, White women in Collin County have the lowest poverty rate at 5.3 percent, and Hispanic women in Dallas County have the highest poverty rate at 22.8 percent (Table 4).

Table 1.

Women's Employment & Earnings in Collin, Dallas, and Denton Counties, Texas, and the United States, 2016

	Collin County	Dallas County	Denton County	Texas	United States
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$50,691	\$37,511	\$46,362	\$37,400	\$40,000
Ratio of Women's to Men's Earnings, Full-Time, Year-Round Workers	70.3%	92.6%	76.2%	79.6%	80.0%
Women's Labor Force Participation Rate	62.9%	61.7%	66.6%	57.9%	58.3%
Percent of All Employed Women in Managerial or Professional Occupations	53.9%	37.9%	46.6%	40.4%	41.6%

Notes: Includes those aged 16 and older. Data for the three counties are calculated using three years of data (2014-2016). Data for Texas and the United States are 2016 data.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Table 2.

Employment & Earnings Among Women of Color in Collin, Dallas, and Denton Counties, 2016

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Collin County						
Women's Median Annual Earnings	\$52,718	\$36,059	\$44,608	\$64,907	N/A	N/A
Ratio of Women's to White Men's Earnings	65.0%	44.5%	55.0%	80.0%	N/A	N/A
Women's Labor Force Participation Rate	62.0%	61.1%	77.6%	58.2%	N/A	65.0%
Percent of Employed Women in Managerial or Professional Occupations	55.7%	35.6%	50.1%	67.6%	N/A	53.9%
Dallas County						
Women's Median Annual Earnings	\$51,513	\$25,345	\$36,454	\$46,362	N/A	\$40,180
Ratio of Women's to White Men's Earnings	78.1%	38.4%	55.3%	70.3%	N/A	60.9%
Women's Labor Force Participation Rate	60.5%	58.8%	67.5%	59.2%	60.2%	70.3%
Percent of Employed Women in Managerial or Professional Occupations	53.9%	19.2%	35.6%	52.9%	N/A	44.7%
Denton County						
Women's Median Annual Earnings	\$50,631	\$30,415	\$43,168	\$48,663	N/A	N/A
Ratio of Women's to White Men's Earnings	71.3%	42.9%	60.8%	68.6%	N/A	N/A
Women's Labor Force Participation Rate	65.5%	64.8%	82.5%	60.2%	N/A	63.3%
Percent of Employed Women in Managerial or Professional Occupations	50.6%	27.2%	47.4%	54.8%	N/A	46.4%

Notes: N/A=data not available. Calculated using three years of data (2014-2016). Includes those aged 16 and older. Earnings are for those employed full-time, year-round. Racial groups are non-Hispanic.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Table 3.

Women's Poverty & Opportunity, Collin, Dallas, and Denton Counties, Texas, and the United States, 2016

	Collin County	Dallas County	Denton County	Texas	United States
Percent of Women Aged 18-64 with Health Insurance, 2015	87.7%	74.0%	85.8%	78.1%	89.4%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	48.6%	29.6%	41.1%	28.9%	31.7%
Women-Owned Businesses, 2012	34.9%	37.1%	35.4%	36.8%	35.8%
Percent of Women Aged 18 and Older in Poverty, 2015	7.4%	17.3%	10.1%	17.0%	16.1%

Sources: Data on women-owned businesses are from the U.S. Department of Commerce's 2012 Survey of Business Owners accessed through American Fact Finder. Remaining indicators are IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0); data for the three counties are calculated using three years of data (2014-2016). Data for Texas and the United States are 2016 data.

Table 4.

Poverty & Opportunity Among Women of Color in Collin, Dallas, and Denton Counties, 2016

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Collin County						
Percent of Women Aged 18-64 with Health Insurance, 2015	92.7%	66.4%	84.6%	89.8%	N/A	94.0%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	49.1%	24.2%	43.8%	71.4%	N/A	53.4%
Percent of Women Aged 18 and Older in Poverty, 2015	5.3%	14.4%	11.6%	7.1%	N/A	9.0%
Dallas County						
Percent of Women Aged 18-64 with Health Insurance, 2015	87.8%	56.2%	79.7%	82.8%	N/A	83.6%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	46.5%	9.9%	22.3%	52.7%	N/A	39.9%
Percent of Women Aged 18 and Older in Poverty, 2015	9.3%	22.8%	21.9%	12.8%	18.2%	21.8%
Denton County						
Percent of Women Aged 18-64 with Health Insurance, 2015	91.1%	66.0%	87.5%	87.6%	N/A	86.4%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	43.1%	22.3%	39.5%	59.0%	N/A	55.8%
Percent of Women Aged 18 and Older in Poverty, 2015	7.7%	16.6%	13.5%	11.6%	N/A	13.4%

Notes: N/A=data not available. Calculated using three years of data (2014-2016). Racial groups are non-Hispanic.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

About the Institute for Women's Policy Research



The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute's research strives to give voice to the needs of women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy and public administration programs at The George Washington University. www.iwpr.org

About The Status of Women in the States

STATUS OF WOMEN
IN THE STATES



This Fact Sheet is a part of the Institute for Women's Policy Research's series on the status of women across the United States, begun in 1996. The Status of Women in the States project uses data from U.S. government and other sources to analyze women's status in each state and the United States overall, rank and grade states on a set of indicators for six topical areas, and provide additional data on women's status in states across the nation. The Institute for Women's Policy Research has published individual reports on the status of women since 1996 in each state and the District of Columbia. The reports have been used to highlight women's progress and the obstacles they continue to face and to encourage policy and programmatic changes that can improve women's opportunities. www.statusofwomendata.org

Dallas Women's Foundation



Special thanks to Dallas Women's Foundation for partnering to produce this fact sheet. In 1985, spurred by the vision and commitment of nineteen strong women, Dallas Women's Foundation was launched. In the thirty years since, they have consistently led the charge to bring awareness and funding to the unique issues facing women and girls in the North Texas community. Today Dallas Women's Foundation is the largest regional women's fund in the world. The Foundation invests in women and girls and empowers women's philanthropy to build a better world, envisioning an equitable society where women and girls are full participants. www.dallaswomensfdn.org