

STATUS OF WOMEN IN THE STATES



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Fact Sheet, IWPR #R538, September 2018

The Economic Status of Women in Tarrant and Dallas 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 Tarrant and Dallas 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 in Tarrant County have higher median earnings (\$40,000) than Texas women, while the median annual earnings of women in Dallas County are nearly the same as those of Texas Women (\$37,467; Table 1). Women's earnings vary substantially by race and ethnicity, though there is greater variation in Dallas County. In both counties White women have the highest earnings (\$48,606 in Tarrant County and \$50,691 in Dallas) while Hispanic women have the lowest (\$28,387 and \$25,041 respectively; Table 2).
- Both Tarrant and Dallas Counties have smaller gender wage gaps than Texas and the nation overall—women in Tarrant County earn 82.2 cents on the dollar and women in Dallas County earn 93.7 cents compared with men (Table 1). Hispanic women in both counties earn less than half of White men's earnings; in Tarrant County, they earn just 46.7 cents for every dollar that White men earn, and in Dallas County they earn 38.0 cents (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 both counties—Tarrant (61.1 percent) and Dallas (61.7 percent)—is higher than in the state overall (57.9 percent; Table 1). Among women, Black women have the highest labor force participation rate in Tarrant County (67.8 percent) and women of other or two or more races have the highest rate in Dallas County (70.3 percent; Table 2).
- Women in Texas are less likely to work in managerial or professional occupations than women in the United States overall (40.4 percent compared with 41.6 percent; Table 1). These positions tend to require a four-year degree and often have higher wages and employment benefits. The share of employed women in these occupations was lower than the state average for women in both Tarrant and Dallas Counties (Table 1). Hispanic women in both counties are least likely to be employed in managerial or professional occupations (Table 2).
- 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 79.4 percent of women in Tarrant County have coverage (Table 3). In both counties, Hispanic women are the least likely to have coverage (Table 4).
- Approximately 30 percent of women aged 25 and older in both counties have a bachelor's degree or higher (Table 3). Hispanic women are the least likely to have this level of education in both counties (less than 15 percent in each county), while Asian/Pacific Islander women are the most likely (39.4 percent in Tarrant County and 52.7 percent in Dallas County; Table 4).
- In Texas, 36.8 percent of businesses are owned by women, slightly above the national average of 35.8 percent. Rates of business ownership among women in both counties are slightly above the state and national averages (Table 3).
- Seventeen percent of Texas women aged 18 and older live in poverty; smaller shares of women in Tarrant and Dallas counties live below the poverty threshold (13.2 and 16.7 percent, respectively; Table 3). In both counties White women have the lowest poverty rates at about eight percent, and Hispanic women have the highest poverty rate at over 20 percent (Table 4).

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.

Table 1.

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

	Tarrant County, TX	Dallas County, TX	Texas	United States
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$40,000	\$37,467	\$37,400	\$40,000
Ratio of Women's to Men's Earnings, Full-Time, Year-Round Workers	82.2%	93.7%	79.6%	80.0%
Women's Labor Force Participation Rate	61.1%	61.7%	57.9%	58.3%
Percent of All Employed Women in Managerial or Professional Occupations	40.1%	37.9%	40.4%	41.6%

Notes: Includes those aged 16 and older. Data for the two 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 Tarrant and Dallas Counties, 2016

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Tarrant County						
Women's Median Annual Earnings	\$48,606	\$28,387	\$35,179	\$35,442	N/A	\$36,454
Ratio of Women's to White Men's Earnings	79.9%	46.7%	57.8%	58.3%	N/A	59.9%
Women's Labor Force Participation Rate	59.5%	59.9%	67.8%	61.0%	67.3%	64.2%
Percent of Employed Women in Managerial or Professional Occupations	48.7%	24.2%	36.9%	35.5%	N/A	N/A
Dallas County						
Women's Median Annual Earnings	\$50,691	\$25,041	\$36,000	\$45,622	N/A	\$39,539
Ratio of Women's to White Men's Earnings	77.0%	38.0%	54.7%	69.3%	N/A	60.1%
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%

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, Tarrant and Dallas Counties, Texas, and the United States, 2016

	Tarrant County, TX	Dallas County, TX	Texas	United States
Percent of Women Aged 18-64 with Health Insurance, 2015	79.4%	74.0%	78.1%	89.4%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	30.3%	29.6%	28.9%	31.7%
Women-Owned Businesses, 2012	38.2%	37.1%	36.8%	35.8%
Percent of Women Aged 18 and Older in Poverty, 2015	13.2%	16.7%	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 two 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 Tarrant and Dallas Counties, 2016

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Tarrant County						
Percent of Women Aged 18-64 with Health Insurance, 2015	87.8%	60.7%	80.3%	87.4%	88.0%	82.2%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	37.4%	13.2%	25.5%	39.4%	N/A	35.2%
Percent of Women Aged 18 and Older in Poverty, 2015	8.2%	20.4%	19.3%	11.7%	9.4%	16.2%
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	8.6%	22.3%	21.5%	12.6%	18.2%	21.2%

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

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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