Women make up 50.3 percent of the Texas population, over 14 million in all. They are working, going to school and caring for families. When the women of Texas are financially secure, families and communities are strong and stable. When women are healthy and well-educated, the entire state benefits. Texas women have made great strides over the last several decades by increasing their education and taking more leadership roles in the business world. But even with significant educational and economic gains, there are still gaps. This report highlights indicators around poverty, education, employment and earnings. How do Bexar and Travis Counties compare with Texas overall and with the United States? How are the lives of women of color different? This data is just the first step, but helps set a foundation for programs and projects that will have the greatest impact to build stronger communities. Texas Women’s Foundation looks forward to exploring these issues further with partners from around Texas to build a better Texas.

## TABLE 1

<table>
<thead>
<tr>
<th></th>
<th>Bexar County</th>
<th>Travis County</th>
<th>Texas</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women’s Median Annual Earnings for Full-Time, Year-Round Workers</td>
<td>$36,197</td>
<td>$46,538</td>
<td>$40,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Ratio of Women’s to Men’s Earnings, Full-Time, Year-Round Workers</td>
<td>87.5%</td>
<td>90.0%</td>
<td>81.6%</td>
<td>80.0%</td>
</tr>
<tr>
<td>Women’s Labor Force Participation Rate</td>
<td>58.8%</td>
<td>65.8%</td>
<td>57.7%</td>
<td>58.2%</td>
</tr>
<tr>
<td>Percent of All Employed Women in Managerial or Professional Occupations</td>
<td>39.3%</td>
<td>50.6%</td>
<td>41.2%</td>
<td>42.4%</td>
</tr>
</tbody>
</table>

Notes: Includes those aged 16 and older. Full-time, year-round employment is defined as working at least 35 hours per week for at least 50 weeks. County data are calculated using three years (2015-2017). Texas and the United States are 2017 data.


• Women in Texas aged 16 and older who work full-time, year-round have median annual earnings of $40,000, which is 81.6 cents on the dollar compared with similarly employed men. Women in Travis County have significantly higher median earnings ($46,538) than Texas women, while the median annual earnings of women in Bexar County are nearly ten percent less than the state ($36,197).

• Both Bexar and Travis Counties have smaller gender wage gaps than Texas and the nation overall—women in Bexar County earn 87.5 cents on the dollar and women in Travis County earn 90 cents compared with men.

• Nearly 50 percent of women in Texas aged 16 and older are in the labor force. The labor force participation rate in both counties—Bexar (58.8 percent) and Travis (65.8 percent)—is higher than the state overall.

• Women in Texas are slightly less likely to work in managerial or professional occupations than women in the United States overall (41.2 percent compared with 42.4 percent). 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 in Travis County (50.6 percent) was significantly higher than the state rate.

### The Economic Status of Texas Women in Central Texas: Bexar and Travis Counties

Texas Women’s Foundation (formerly Dallas Women’s Foundation) is a trusted leader in advocating for and advancing social and economic change for women and girls in Texas. Texas Women’s Foundation is advancing the economic security for women, girls and their families across the state by developing and implementing strategies that will help put women and girls on a path to economic security and support them in their journey to self-sufficiency. Texas Women’s Foundation is founded on the belief that economic security means having all of the resources, human, social, and financial capital, that provide safeguards against crisis, and a foundation on which to build strong futures and families. We also recognize that women are more likely than men to be dramatically underrepresented in economic and leadership positions. Texas Women’s Foundation is advancing the economic security for women, girls and their families across the state by developing and implementing strategies that will help put women and girls on a path to economic security and support them in their journey to self-sufficiency. Texas Women’s Foundation is founded on the belief that economic security means having all of the resources, human, social, and financial capital, that provide safeguards against crisis, and a foundation on which to build strong futures and families. We also recognize that women are more likely than men to be dramatically underrepresented in economic and leadership positions. Texas Women’s Foundation is advancing the economic security for women, girls and their families across the state by developing and implementing strategies that will help put women and girls on a path to economic security and support them in their journey to self-sufficiency. Texas Women’s Foundation is founded on the belief that economic security means having all of the resources, human, social, and financial capital, that provide safeguards against crisis, and a foundation on which to build strong futures and families. We also recognize that women are more likely than men to be dramatically underrepresented in economic and leadership positions. Texas Women’s Foundation is advancing the economic security for women, girls and their families across the state by developing and implementing strategies that will help put women and girls on a path to economic security and support them in their journey to self-sufficiency. Texas Women’s Foundation is founded on the belief that economic security means having all of the resources, human, social, and financial capital, that provide safeguards against crisis, and a foundation on which to build strong futures and families. We also recognize that women are more likely than men to be dramatically underrepresented in economic and leadership positions. Texas Women’s Foundation is advanced.
Women’s Labor Force Participation Rate[

Women’s Labor Force Participation Rate in Bexar County (71.3 percent) would be reduced by 51%.

Women’s earnings vary substantially by race and ethnicity, though there is greater variation in Travis County. In both counties, White women have the highest earnings ($53,108 in Travis County and $48,000 in Bexar County); however, Hispanic women have the lowest ($48,000 and $52,000, respectively).

Although women in Travis County earn the most in absolute dollars, their pay compared to similarly employed men in lower. The gender wage gap is largest for Hispanic women in Bexar County, who earn only 66 cents for every dollar that White men earn. In Bexar County, Hispanic women earn slightly better, earning 53.6 cents on the dollar.

Women in both Travis and Bexar counties are more likely to have health insurance coverage, at 81.6% and 77.6%, respectively, though both counties are still below the national coverage rate. Women in both counties are also more likely to have health insurance coverage, at 46.4% and 45.9%, respectively, though both counties are still below the national coverage rate.

Women’s Poverty & Opportunity

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- In both counties, Hispanic women are the least likely to have health insurance coverage.
- Hispanic women are the least likely to have a bachelor’s degree or higher, in both

If working women in Texas were paid the same comparably male, their average annual earnings increase would be $7,796 and their poverty rate would be reduced by 30%.

Nearly 78 percent of Texas women aged 18 to 64 have health insurance coverage, which is below the national rate for women (89 percent). Women in both Travis and Bexar counties are also less likely to have a bachelor’s degree or higher, at 45.9% and 45.5%, respectively, though both counties are still below the national coverage rate.

There are significant differences in college degree attainment between the two counties. Approximately 48 percent of women aged 25 and older in Bexar County have a bachelor’s degree or higher, while only 28 percent of women in Bexar County do.

In Texas, 48 percent of businesses are owned by women, slightly above the national average of 46.4 percent. Rates of business ownership among women in both counties are similar to the state and national averages.

In Bexar County and Travis County, Hispanic women are the most likely (45.9 percent in Travis County and 45.5 percent in Bexar County) to have the highest poverty rates at above 8.5 percent, while Black women have the highest poverty rate at 22.6 percent. Poverty rates in Travis County are similar, but with a slightly narrower range.