

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

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**  
**Women's Employment & Earnings**  
**Bexar and Travis Counties, Texas and the United States, 2017**

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

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. Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 8.0).

- 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 58 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 in 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.



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. We believe 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 management and leadership positions. Texas Women's Foundation is advancing the economic security for women, girls and their families across the state by ensuring they have access to critical life and work supports that are essential to their economic security while building a culture where women and girls are full participants by strengthening the pipeline of female leaders – from the classroom to the first job, the executive suite, the boardroom and the political arena.

*This research is part of the Texas Women's Foundation Gender Matters® research portfolio.*

For more information, visit:  
[www.txwf.org](http://www.txwf.org)



STRONG WOMEN. BETTER WORLD.

Special thanks to Institute for Women's Policy Research (IWPR) for providing the data for this report. IWPR conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. 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](http://www.iwpr.org)

# THE ECONOMIC STATUS OF TEXAS WOMEN

**CENTRAL TEXAS: BEXAR AND TRAVIS COUNTIES**

**TABLE 2**  
**Employment & Earnings Among Women of Color**  
**Bexar and Travis Counties, 2017**

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
<b>Bexar County</b>						
Women's Median Annual Earnings	\$48,001	\$31,026	\$36,000	\$48,000	N/A	\$43,916
Ratio of Women's to White Men's Earnings	82.9%	53.6%	62.2%	82.9%	N/A	75.8%
Women's Labor Force Participation Rate	58.1%	58.8%	61.8%	57.6%	N/A	58.9%
Percent of Employed Women in Managerial or Professional Occupations	52.3%	31.6%	40.8%	51.1%	N/A	N/A
<b>Travis County</b>						
Women's Median Annual Earnings	\$53,108	\$32,682	\$40,852	\$50,000	N/A	\$52,000
Ratio of Women's to White Men's Earnings	75.9%	46.7%	58.4%	71.4%	N/A	74.3%
Women's Labor Force Participation Rate	66.5%	65.2%	66.0%	61.6%	N/A	71.9%
Percent of Employed Women in Managerial or Professional Occupations	60.3%	33.5%	36.6%	62.2%	N/A	N/A

Notes: N/A= data not available. Calculated using three years of data (2015-2017). 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 8.0).

- 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 \$48,001 in Bexar County) while Hispanic women have the lowest (\$32,682 and \$31,026, respectively).
- Although women in Travis County earn the most in absolute dollars, their pay compared to similarly employed men in lower. The gender wage cap is largest for Hispanic women in Travis County, who earn only 46.7 cents for every dollar that White men earn. In Bexar County, Hispanic women fare slightly better, earning 53.6 cents on the dollar.
- Among women, Black women have the highest labor force participation rate in Bexar County (61.8 percent) and women of other or two or more races have the highest rate in Travis County (71.9 percent).
- Hispanic women in both counties are least likely to be employed in managerial or professional occupations.



**TABLE 3**  
**Women's Poverty & Opportunity**  
**Bexar and Travis Counties, Texas, and the United States, 2017**

	Bexar County	Travis County	Texas	United States
Percent of Women Aged 18-64 with Health Insurance	81.6%	85.1%	77.6%	89.2%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	28.1%	48.2%	30.1%	32.6%
Women-Owned Businesses, 2012	37.2%	35.0%	36.8%	35.8%
Percent of Women Aged 18 and Older in Poverty	15.3%	13.0%	14.5%	13.4%

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 8.0); data for the three counties are calculated using three years of data (2015-2017). Data for Texas and the United States are 2017 data.

**“**  
**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%.**  
**”**

- Nearly 78 percent of Texas women aged 18 to 64 have health insurance coverage, which is below the national rate for women (89.2 percent). Women in both Bexar and Travis counties are more likely to have health insurance coverage, at 81.6% and 85.1% 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 Travis County have a bachelor's degree or higher, while only 28.1 percent of women in Bexar County do.
- 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 very close to the state and national averages.
- 14.5 percent of Texas women aged 18 and older live in poverty; a smaller share of women in Travis County live below the poverty threshold (13 percent), while the rate is slightly higher in Bexar County (15.3 percent).

**TABLE 4**  
**Poverty & Opportunity Among Women of Color**  
**Bexar and Travis Counties, 2017**

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
<b>Bexar County</b>						
Percent of Women Aged 18-64 with Health Insurance	89.3%	77.0%	85.8%	87.7%	N/A	85.9%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	43.2%	18.0%	31.0%	45.9%	N/A	34.7%
Percent of Women Aged 18 and Older in Poverty	10.2%	18.3%	16.8%	10.8%	N/A	9.3%
<b>Travis County</b>						
Percent of Women Aged 18-64 with Health Insurance	92.1%	71.3%	87.7%	89.4%	N/A	92.0%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	61.6%	24.2%	26.7%	63.3%	N/A	50.4%
Percent of Women Aged 18 and Older in Poverty	8.9%	17.8%	21.6%	12.8%	N/A	16.6%

Notes: N/A= data not available. Calculated using three years of data (2015-2017). Racial groups are non-Hispanic. Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 8.0).

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

- 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

counties (18 percent in Bexar County and 24.2 percent in Travis County), while Asian/Pacific Islander women are the most likely (45.9 percent in Bexar County and 63.3 percent in Travis County).

- Poverty also varies widely by race and ethnicity. Comparing women in both counties, White women in Travis County have the lowest poverty rates at about 8.9 percent, while Black women there have the highest poverty rate at 21.6 percent. Poverty rates in Bexar County are similar, but with a slightly narrower range.

