

The Economic Status of Texas Women in Collin, Dallas and Denton 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 Collin, Dallas and Denton 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
Collin, Dallas and Denton Counties, Texas and the United States, 2017

	Collin County	Dallas County	Denton County	Texas	United States
Women’s Median Annual Earnings for Full-Time, Year-Round Workers	\$51,709	\$38,782	\$47,388	\$40,000	\$40,000
Ratio of Women’s to Men’s Earnings, Full-Time, Year-Round Workers	70.8%	94.9%	74.8%	81.6%	80.0%
Women’s Labor Force Participation Rate	62.2%	61.4%	65.9%	57.7%	58.2%
Percent of All Employed Women in Managerial or Professional Occupations	54.0%	38.3%	47.9%	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’s median earnings in Dallas County are similar to the state average, \$38,782, and women in Denton and Collin counties have higher annual earnings (\$47,388 and \$51,709, respectively).
- The gender wage gap is smallest in Dallas County, where women earn 94.9 cents on the dollar compared with men. The gap is much wider in Denton County at 74.8 percent, and Collin County at 70.8 percent.
- Nearly 58 percent of women in Texas aged 16 and older are in the labor force. The labor force participation rate in all three counties—Collin (62.2 percent), Dallas (61.4 percent), and Denton (65.9 percent)—is higher than in the state overall.
- A growing share of employed women in Texas are in managerial or professional occupations. About 41 percent of women in Texas hold these positions, which tend to require a four-year degree and often have higher wages and employment benefits. The share of employed women in managerial or professional occupations varies by county, from a low of 38.3 percent in Dallas County to a high of 54 percent in Collin County.

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.

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Texas Women’s Foundation

STRONG WOMEN. BETTER WORLD.

THE ECONOMIC STATUS OF TEXAS WOMEN

COLLIN, DALLAS AND DENTON 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. 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:
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TABLE 2
Employment & Earnings Among Women of Color
Collin, Dallas and Denton Counties, 2017

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Collin County						
Women's Median Annual Earnings	\$53,778	\$33,094	\$45,959	\$66,385	N/A	N/A
Ratio of Women's to White Men's Earnings	64.8%	39.9%	55.4%	80.0%	N/A	N/A
Women's Labor Force Participation Rate	61.3%	62.5%	75.5%	56.4%	N/A	60.9%
Percent of Employed Women in Managerial or Professional Occupations	56.1%	33.0%	49.3%	70.9%	N/A	N/A
Dallas County						
Women's Median Annual Earnings	\$53,000	\$26,000	\$36,767	\$46,000	N/A	\$41,367
Ratio of Women's to White Men's Earnings	78.8%	38.7%	54.7%	68.4%	N/A	61.5%
Women's Labor Force Participation Rate	60.3%	58.7%	66.8%	57.8%	58.6%	72.0%
Percent of Employed Women in Managerial or Professional Occupations	54.9%	19.4%	36.6%	51.6%	N/A	44.1%
Denton County						
Women's Median Annual Earnings	\$51,709	\$32,000	\$42,895	\$51,065	N/A	N/A
Ratio of Women's to White Men's Earnings	69.4%	42.9%	57.5%	68.5%	N/A	N/A
Women's Labor Force Participation Rate	65.0%	64.7%	80.5%	57.3%	N/A	64.2%
Percent of Employed Women in Managerial or Professional Occupations	52.1%	30.0%	46.9%	55.7%	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).

- Asian/Pacific Islander women in Collin County have the highest earnings, at \$66,385 annually, and Hispanic women in Dallas County have the lowest earnings, at \$26,000.
- 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 38.7 cents for every dollar earned by White men in the county.
- Among women, Black women have the highest labor force participation rate in Denton and Collin counties (80.5 percent and 75.5 percent), while women of other or two or more races have the highest rate in Dallas County (72 percent).
- 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 3
Women's Poverty & Opportunity
Collin, Dallas and Denton Counties, Texas, and the United States, 2017

	Collin County	Dallas County	Denton County	Texas	United States
Percent of Women Aged 18-64 with Health Insurance	87.8%	75.1%	86.7%	77.6%	89.2%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	49.1%	30.4%	43.1%	30.1%	32.6%
Women-Owned Businesses, 2012	34.9%	37.1%	35.4%	36.8%	35.8%
Percent of Women Aged 18 and Older in Poverty	7.2%	15.2%	8.5%	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's women aged 18 to 64 have health insurance coverage, which is below the national average for women (89.2 percent). Barely three in four women in Dallas County have health insurance (75.1 percent), while 86.7 percent of women in Denton County and 87.8 percent of women in Collin County have coverage.
- Approximately 30 percent of women aged 25 and older in Texas have a bachelor's degree or higher.
- In Texas, 36.8 percent of businesses are owned by women, which is equal to business ownership in Dallas and higher than averages for Collin or Denton County.
- 15.2 percent of Dallas County women aged 18 and older live in poverty; smaller shares of women in Collin and Denton counties are poor (7.2 and 8.5 percent, respectively).

TABLE 4
Poverty & Opportunity Among Women of Color
Collin, Dallas and Denton Counties, 2017

	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	92.6%	67.8%	85.3%	90.3%	N/A	89%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	49.5%	24.9%	43.8%	71.6%	N/A	58.4%
Percent of Women Aged 18 and Older in Poverty	5.3%	13.6%	9.8%	7.3%	N/A	8.3%
Dallas County						
Percent of Women Aged 18-64 with Health Insurance	88.4%	58.1%	80.8%	83.6%	N/A	84.1%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	47.4%	10.8%	23.4%	53.4%	N/A	40.6%
Percent of Women Aged 18 and Older in Poverty	8.6%	19.0%	20.2%	12.0%	23.6%	13.6%
Denton County						
Percent of Women Aged 18-64 with Health Insurance	91.5%	69.5%	86.9%	88.8%	N/A	86.4%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	45.4%	23.7%	43.6%	59.5%	N/A	51.8%
Percent of Women Aged 18 and Older in Poverty	6.5%	12.2%	13.0%	9.3%	N/A	13.9%

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).

- In all three counties, Hispanic women are the least likely to have health insurance.
- Educational attainment among women varies widely by race and ethnicity. Less than 11 percent of Hispanic women in Dallas County have a bachelor's or advanced degree, while over 71 percent of Asian/Pacific Islander women in Collin County have that level of education.
- Comparing women in the three counties, White women in Collin County have the lowest poverty rate at 5.3 percent, while Black and Native American women in Dallas County have the highest poverty rates at 20.2 percent and 23.6 percent, respectively.

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