

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

	Dallas County	Tarrant County	Texas	United States
Women’s Median Annual Earnings for Full-Time, Year-Round Workers	\$38,782	\$41,367	\$40,000	\$40,000
Ratio of Women’s to Men’s Earnings, Full-Time, Year-Round Workers	94.9%	82.7%	81.6%	80.0%
Women’s Labor Force Participation Rate	61.4%	61.5%	57.7%	58.2%
Percent of All Employed Women in Managerial or Professional Occupations	38.3%	41.1%	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 Tarrant County have higher median earnings (\$41,367) than Texas women, while the median annual earnings of women in Dallas County are nearly the same as those of Texas Women (\$38,782).
- Both Tarrant and Dallas Counties have smaller gender wage gaps than Texas and the nation overall—women in Tarrant County earn 82.7 cents on the dollar and women in Dallas County earn 94.9 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—Tarrant (61.5 percent) and Dallas (61.4 percent)—is higher than in the state overall.
- Women in Texas are 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 was almost equal to the state average for women in Tarrant County, but lower for women in Dallas 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

DALLAS AND TARRANT 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:
www.txwf.org

TABLE 2
Employment & Earnings Among Women of Color
Dallas and Tarrant Counties, 2017

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
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%
Tarrant County						
Women's Median Annual Earnings	\$50,000	\$29,618	\$36,197	\$37,231	N/A	\$40,000
Ratio of Women's to White Men's Earnings	78.1%	46.3%	56.6%	58.2%	N/A	62.5%
Women's Labor Force Participation Rate	59.7%	59.6%	68.7%	63.2%	65.7%	67.5%
Percent of Employed Women in Managerial or Professional Occupations	50.3%	23.7%	38.3%	40.2%	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 Dallas County. In both counties White women have the highest earnings (\$50,000 in Tarrant County and \$53,000 in Dallas) while Hispanic women have the lowest (\$29,618 and \$26,000 respectively).
- Hispanic women in both counties earn less than half of White men's earnings; in Tarrant County, they earn just 46.3 cents for every dollar that White men earn, and in Dallas County they earn 38.7 cents.
- Among women, Black women have the highest labor force participation rate in Tarrant County (68.7 percent) and women of other or two or more races have the highest rate in Dallas County (72 percent).
- Hispanic women in both counties are least likely to be employed in managerial or professional occupations.



TABLE 3
Women's Poverty & Opportunity
Dallas and Tarrant Counties, Texas, and the United States, 2017

	Dallas County	Tarrant County	Texas	United States
Percent of Women Aged 18-64 with Health Insurance	75.1%	79.7%	77.6%	89.2%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	30.4%	30.9%	30.1%	32.6%
Women-Owned Businesses, 2012	37.1%	38.2%	36.8%	35.8%
Percent of Women Aged 18 and Older in Poverty	15.2%	12.1%	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 average for women (89.2 percent). Barely three in four women in Dallas County have health insurance (75.1 percent), while 79.7 percent of women in Tarrant County have coverage.
- Approximately 30 percent of women aged 25 and older in both counties have a bachelor's degree or higher.
- 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.
- 14.5 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 (12.1 and 15.2 percent, respectively).

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

	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
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%
Tarrant County						
Percent of Women Aged 18-64 with Health Insurance	88.4%	61.9%	80.0%	86.5%	82.1%	81.0%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher	38.3%	13.8%	25.5%	43.1%	N/A	35.4%
Percent of Women Aged 18 and Older in Poverty	7.4%	19.0%	17.1%	10.4%	8.5%	13.8%

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 by far the least likely to have health insurance coverage.
- Educational attainment among women varies widely by race and ethnicity. Hispanic women

are the least likely to have a bachelor's degree or higher, in both counties (less than 14 percent in each county), while Asian/Pacific Islander women are the most likely (43.1 percent in Tarrant County and 53.4 percent in Dallas County).

- In both counties, White women have the lowest poverty rates at about eight percent, while over 20 percent of Black women in Dallas County live in poverty.

