



Utah's Gender Opportunity

An examination of the difference between the earnings of Utah men and women



In this report, Voices for Utah Children presents data exploring the gender gap as well as the opportunity that it presents to advance Utah's economy and the success of all Utah's families and children.

Report Highlights:

- *In Utah, women earn 70¢ for every dollar men earn; the national figure, in comparison, is 79.2¢.*
- *Women nationally need to get a Bachelor's degree to earn as much as the average man, but women in Utah need a Master's degree to achieve that level of income.*
- *If Utah's wage gap were no larger than the nation's, the mathematical difference amounts to an additional \$1.6 billion in personal income added to Utah's economy each year.*
- *The national wage gap between men and women is on track to close by 2047, but in Utah not until 2087.*



Acknowledgements

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Voices for Utah Children is the Utah affiliate of the State Priorities Partnership, a consortium of independent nonprofit research and policy organizations in 40 states that use evidence and analysis to advance public policies and investments that reduce poverty and give all people the opportunity to achieve the American dream.

Since 1985, Voices for Utah Children has worked to make Utah a place where all children thrive. We start with one basic question: "Is it good for kids?" At Voices for Utah Children, we believe that every child deserves the opportunity to reach his or her full potential.



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Introduction

A gap between women's and men's earnings has existed for as long as the issue has been studied. Academics, policy makers, and the public at large often cite the statistic comparing women's earnings to those of men, which at the national level stood most recently at 79.2¢ for every dollar a man earns, according to the 2013 American Community Survey (ACS) data from the U.S. Census Bureau (Ruggles, et al., 2010).

The 79.2¢ figure is a powerful though limited tool for understanding the gender gap. It is calculated simply by taking the median annual earnings of all full-time, year-round working women and dividing that by the same figure for men. But it is important to be aware of the limitations of this analysis, as it does not account for differences between men and women in other variables that may influence the wage gap, such as level of education, work experience, occupation choice, and so on.

Much of the public attention to this issue stems from concerns about fairness as well as about the role that the gender gap plays in the high poverty rate among female-headed single-parent households; single parents are typically single mothers, and 19% of heads of households in the U.S. are female (United States Census Bureau, 2014), 39.6% of whom are in poverty (Robbins & Morrison, 2014a, p. 2).

In Utah the earnings gap between men and women is so large that Utah was recently called “the worst state for women” (Frohlich, Kent, & Hess, 2014). When the states are ranked against each other regarding their earnings gaps, Utah is near the bottom of the distribution, number 47 among the 50 states, with women earning 70¢ per men's dollar in 2013, the most recent year for which data are available.

Utah's wage gap is also closing more slowly than all other states but one. If Utah's gender gap continues to decrease at the same rate as it has since 1977, it will not close until 2087, the second-to-last state to close its gender gap, 40 years after the nation as a whole is projected to close its gap.

The impact of Utah's unusually large wage gap extends beyond just the perception of unfairness to female members of the labor force. Most Utah adults in intergenerational poverty are single mothers. However, children constitute the majority of individuals in poverty, and most of them are living with single mothers (Utah Department of Workforce Services, 2014). If women in Utah are disadvantaged, single mothers in particular, the children living with them are disadvantaged as well, with negative consequences not only at present but years down the line.

Voices for Utah Children (VUC) and the University of Utah Economics Department have joined together to probe Utah's gender gap further. We collected data to break down Utah's gender gap in earnings, using the most recent U.S. Census Bureau data. We also looked at other

variables relevant to the topic, such as labor force participation rates and education levels of men and women.

The first section of the report presents the findings from the data we examined, beginning with seven charts that set the stage by comparing Utah to the nation for a variety of educational, workforce, and demographic factors that are generally considered relevant to the topic at hand. Then we present 15 charts that look specifically at various aspects of the wage gap. These charts look at two types of wage gap: they compare subcategories of women to men in general and also to men within the same category. Thus, for example, we look at both how women at various education levels compare to all men and how they compare to men with the same level of education.

After the findings are presented, we then briefly discuss them and provide some possible explanations. In many cases it is difficult to determine causality from our analysis. Nevertheless, we believe some insight can be drawn.

We follow up the explanations with a section of policy recommendations that we hope can contribute to the discussion on how Utah can close its gender gap or help mitigate its effects. We then conclude the report by touching on how we might be able to address our society's long-standing ambivalence about the growing role that women play in the economy.

Closing the gender gap in earnings represents a significant opportunity for advancing Utah's economy. For example, we find that if Utah's earnings gap among full-time year-round female workers were the same as the national gap, we estimate those workers would collectively earn \$1.6 billion more in income, on top of the \$12.4 billion they currently make. If the gap were eliminated completely, full-time year-round female workers would earn \$5.3 billion more in income.¹ Studies suggest that greater gender equality in earnings would also help to reduce poverty (Gradín, del Río, & Cantó, 2010).

We hope that this report may contribute to addressing these challenges and creating a better future for Utah.

¹ These figures are mathematical calculations of the difference between earning 70% and 79.2% of Utah men's earnings and the difference between 70% and 100%, respectively. See Methodology section for additional detail about the calculation. Needless to say, getting from 70% to 79.2% or to 100% will take many years and bring with it significant shifts and evolutions in Utah's economy, some related to the factors that bring about the reduction in the gender gap in earnings and others not. Thus, one cannot predict with certainty how much the personal income of Utah women will grow over that time. But this simple calculation is intended to convey the scope of the economic gains that closing the gender gap could bring.

Findings

We begin this analysis by presenting data on characteristics of the Utah workforce. Figure 1 shows the labor force participation rate of the sexes in Utah versus the comparable national rate. Both men and women in Utah have traditionally participated in the labor force at a higher rate than the nation as a whole, but the gap between Utah men and men nationally is greater than the gap between Utah women and women nationally, and this holds across time. The gap between Utah women and Utah men's participation rate, similarly, is higher than the gap between women and men at the national level. (The labor force participation rate includes both part-time and full-time workers.)

FIGURE 1 (SOURCE: IPUMS-USA)

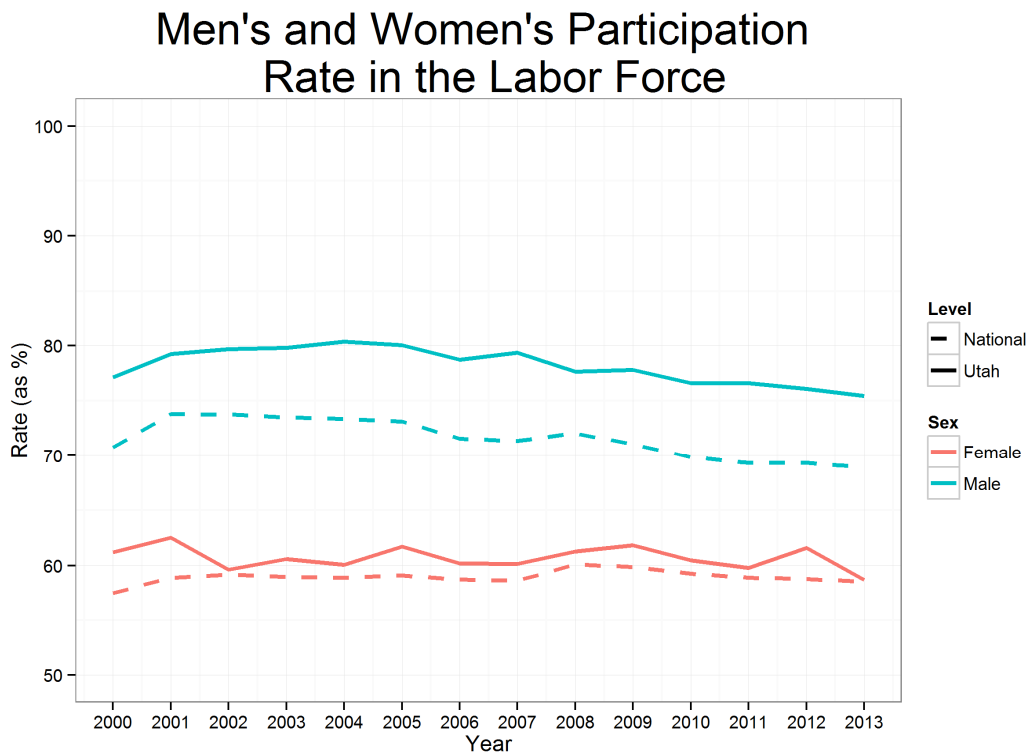


Figure 2 looks at the participation rate of men and women across states in 2013. Utah men participate in the labor force at a relatively high rate, and Utah women's participation rate for 2013 came out only slightly above the comparable national rate. The gap between Utah women and Utah men's participation rates is the largest in the nation. (Note that henceforth standard errors, when calculated, are drawn as either errorbars or shaded regions.)

FIGURE 2 (SOURCE: IPUMS-USA)

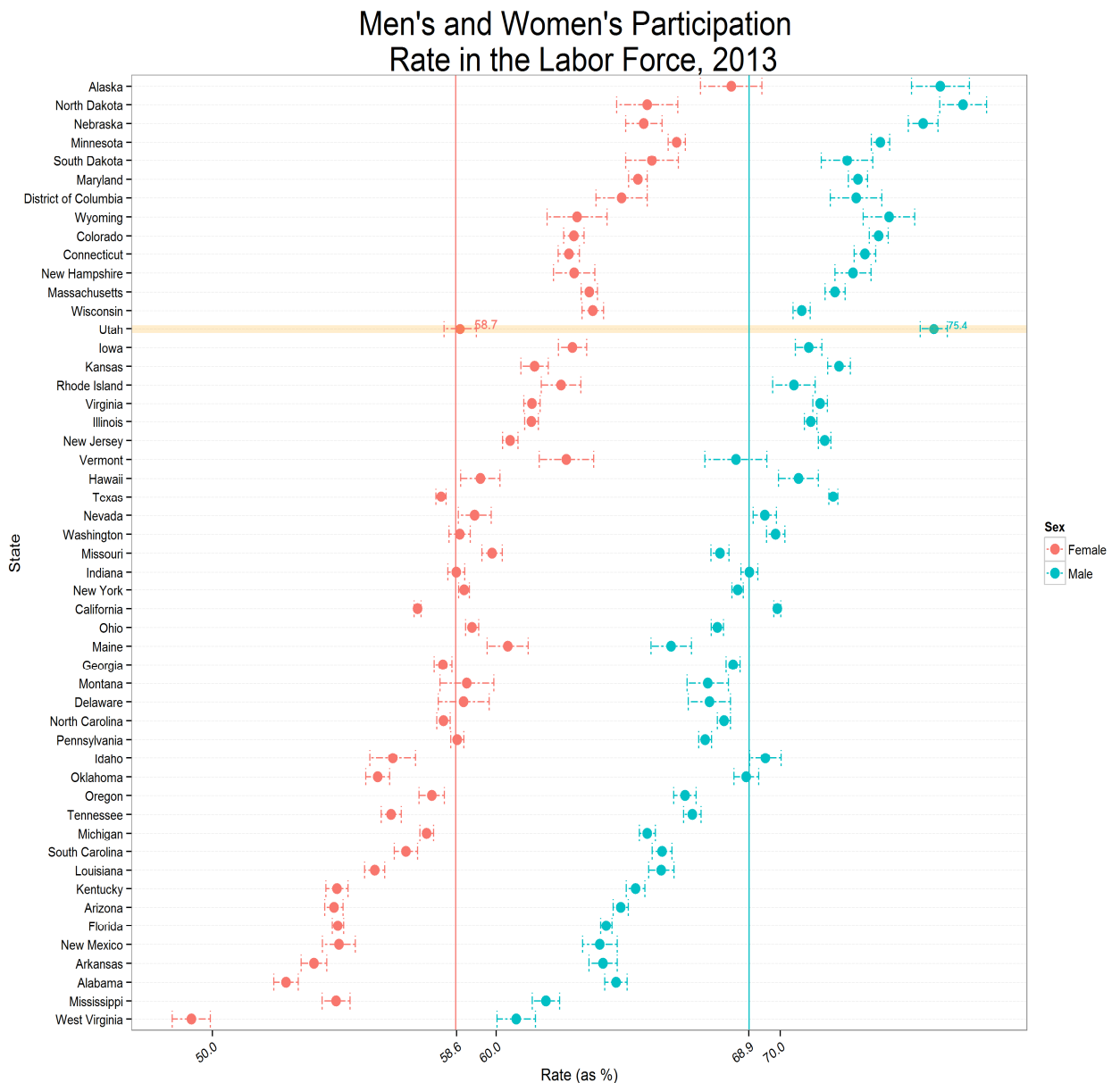
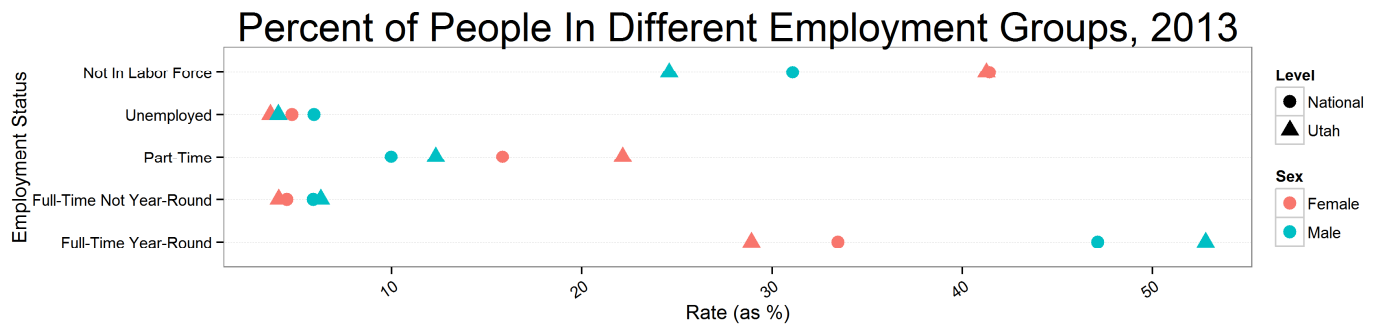


Figure 3 shows the distribution of men and women age 16 and up among different workforce categories in 2013. Compared to men nationally, Utah men are about 6.5 percentage points more likely to be in the labor force and 5.5 percentage points more likely to work full-time and year-round. Compared to women nationally, Utah women are 6.3 percentage points more likely to work part-time. (See Table 5 in the appendix for the detailed statistics.)

Figure 3 (Source: IPUMS-USA)



As illustrated in Figure 4 on the next page, working-age Utahns, on average, are more educated than their peers at the national level:

- Utah women 25 to 64 on average have 13.5 years of education, compared to 13.41 years for women nationally
- Utah men 25 to 64 on average have 13.54 years of education, compared to 13.14 years for men nationally

FIGURE 4 (SOURCE: IPUMS-USA)

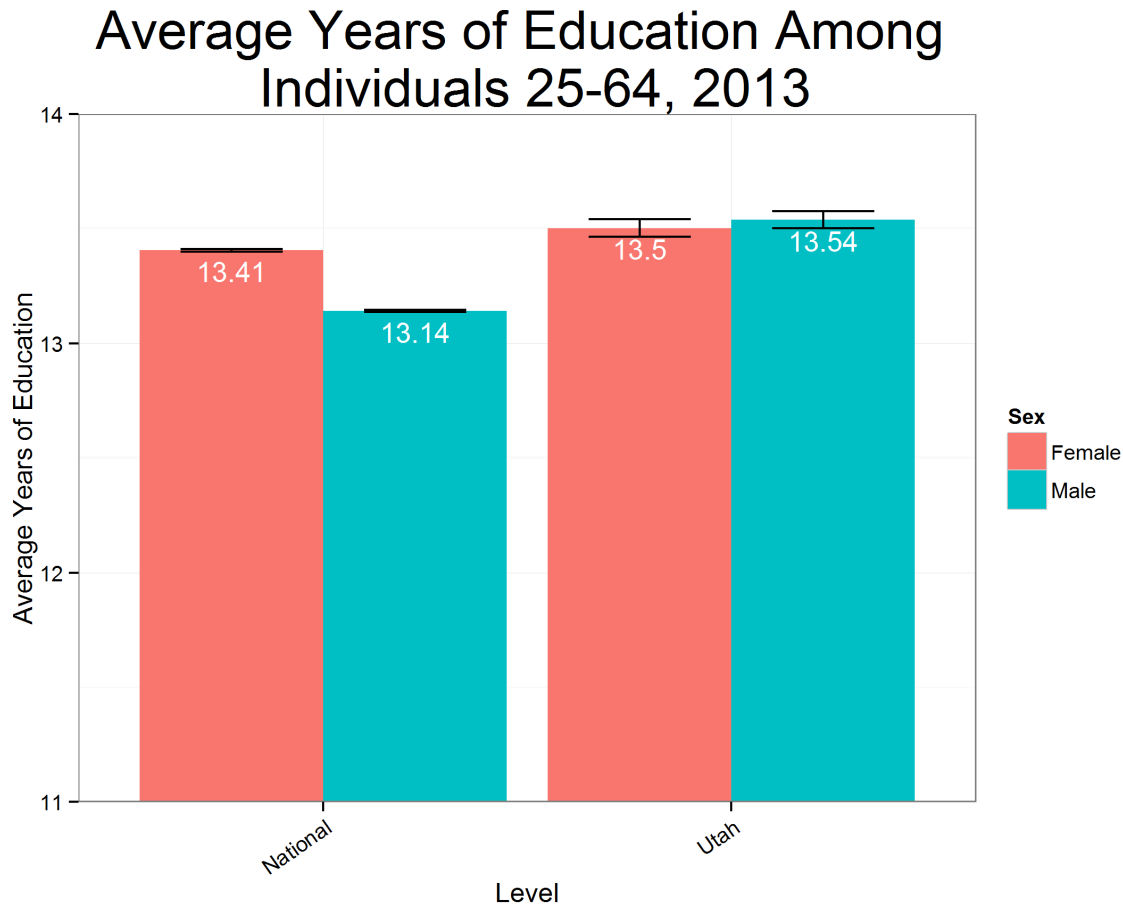


Figure 5 on the next page shows the percentage of women and men with a given highest level of education at the state level versus the national level. It shows that both male and female Utahns are more likely to start college than their counterparts nationally, but then Utahns who start college are more likely than nationally to drop out of college before completing a Bachelor’s degree. Utah men still end up ahead of men nationally, but not Utah women, and women are also much less likely to earn degrees beyond a Bachelor’s degree. 30.3% of Utah women age 25 to 64 hold a bachelor’s degrees or beyond, compared to 32.7% of women nationally. Meanwhile, 32.5% of Utah men age 25 to 64 earned bachelor’s degrees and beyond, compared to 29.5% of men nationally. This data from Figure 5/Table 7 is presented in the chart below.

Higher Education Degrees in 2013 Among Individuals 25-64				
Highest Level of Education	Utah Men	Men Nationally	Utah Women	Women Nationally
Bachelor's degree or more	32.5%	29.5%	30.3%	32.7%
Masters, Doctoral, or professional degree	12.0%	10.6%	8.0%	11.9%

FIGURE 5 (SOURCE: IPUMS-USA)

Level of Education Among Individuals 25-64, 2013

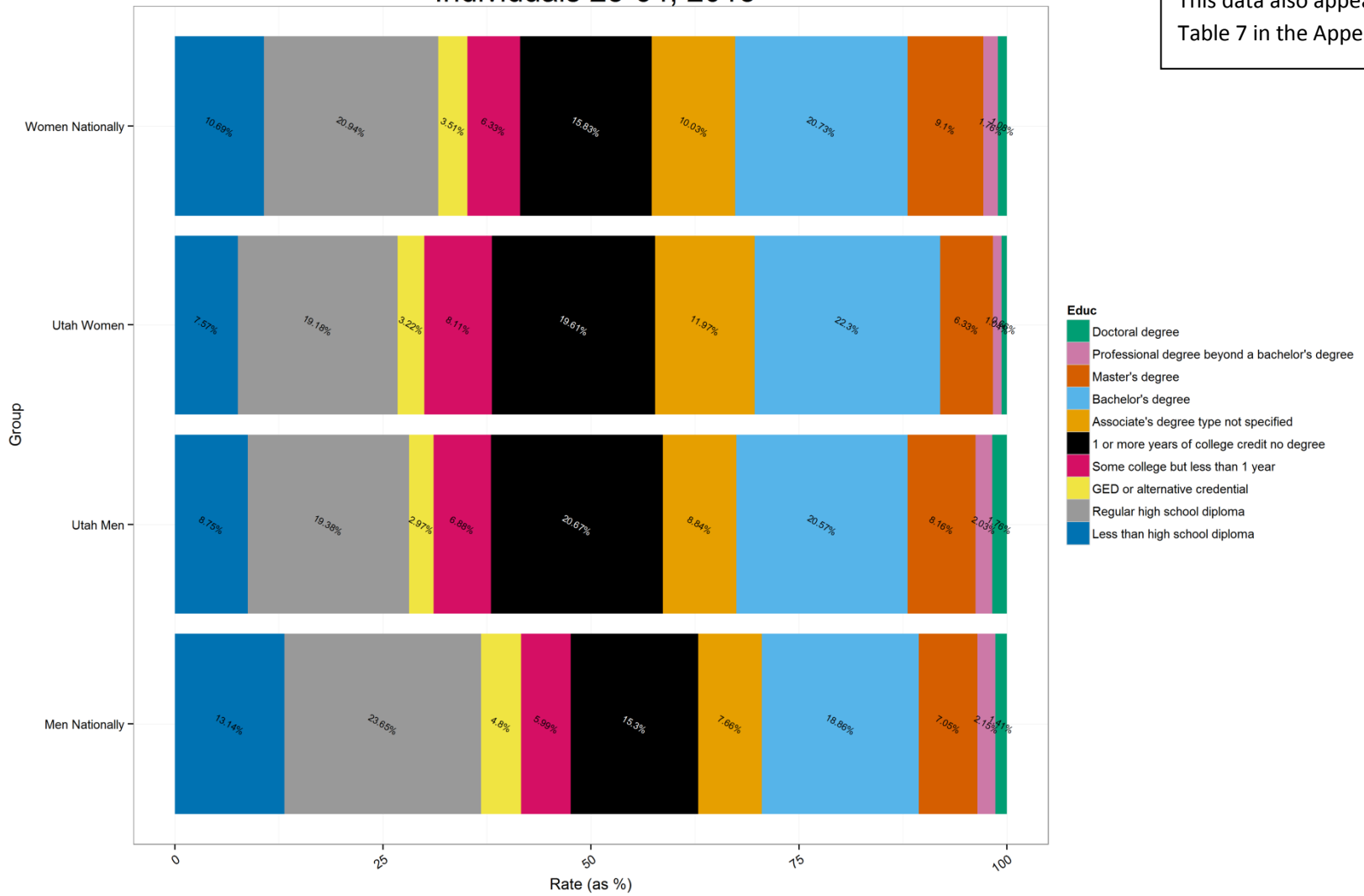


Figure 6 shows the proportion of women in different marital or parental groups. Utah women are more likely to be married and have children present in their homes than women at the national level. This is offset by fewer women being unmarried or never married. (“Married” includes individuals who are married but separated, and “unmarried” is individuals who are divorced or widowed).

FIGURE 6 (SOURCE: IPUMS-USA)

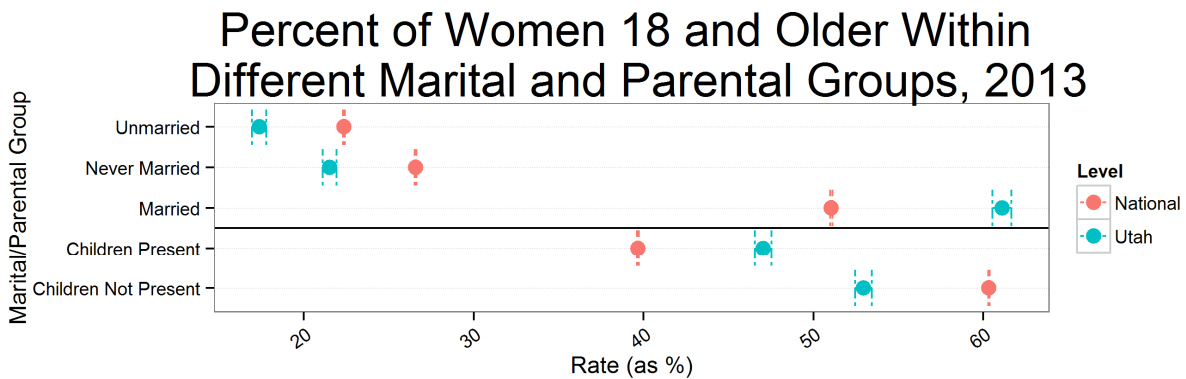
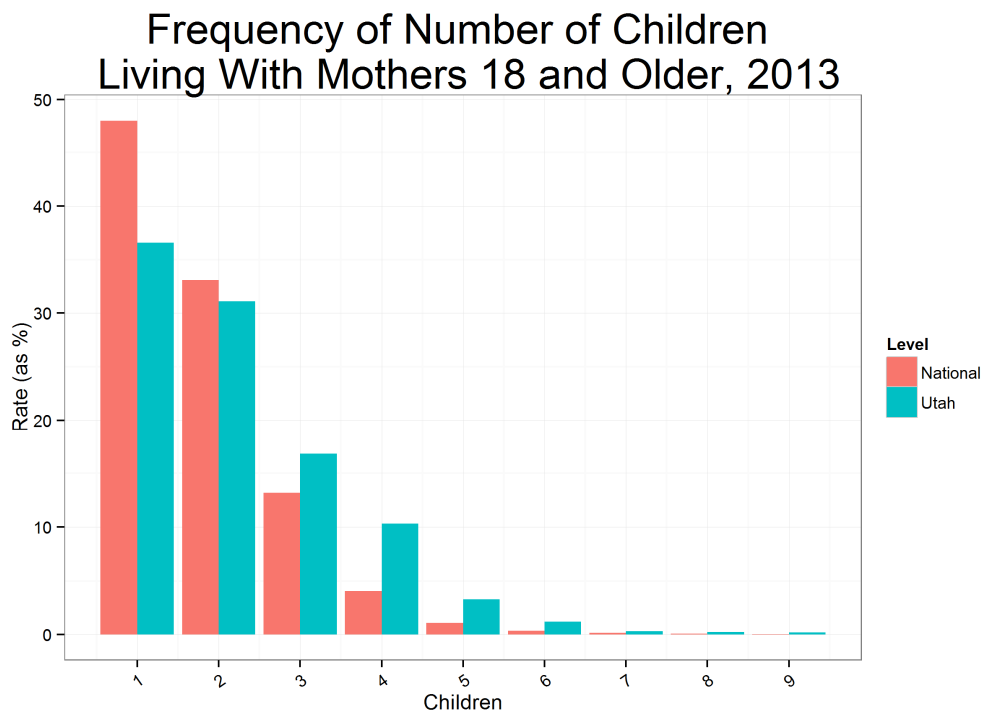


Figure 7 shows the frequency of mothers 18 and older living with a certain number of their own children. Families in Utah tend to be larger: the average number of children living with a Utah mother is 2.2, compared to the national average of 1.8 children.

FIGURE 7 (SOURCE: IPUMS-USA)



Moving from demographic characteristics to the earnings gap itself, Figure 8 shows Utah women’s share of Utah men’s earnings among full-time year-round workers, along with the comparable national estimate (defined to be the median of women’s earnings divided by the median of men’s earnings). Since 2000, Utah has ranked below the national estimate. The greater fluctuation in Utah’s annual figures compared to the nation as a whole is attributable to the smaller sample size at the state level (see Methodology section for details).

FIGURE 8 (SOURCE: IPUMS-USA)

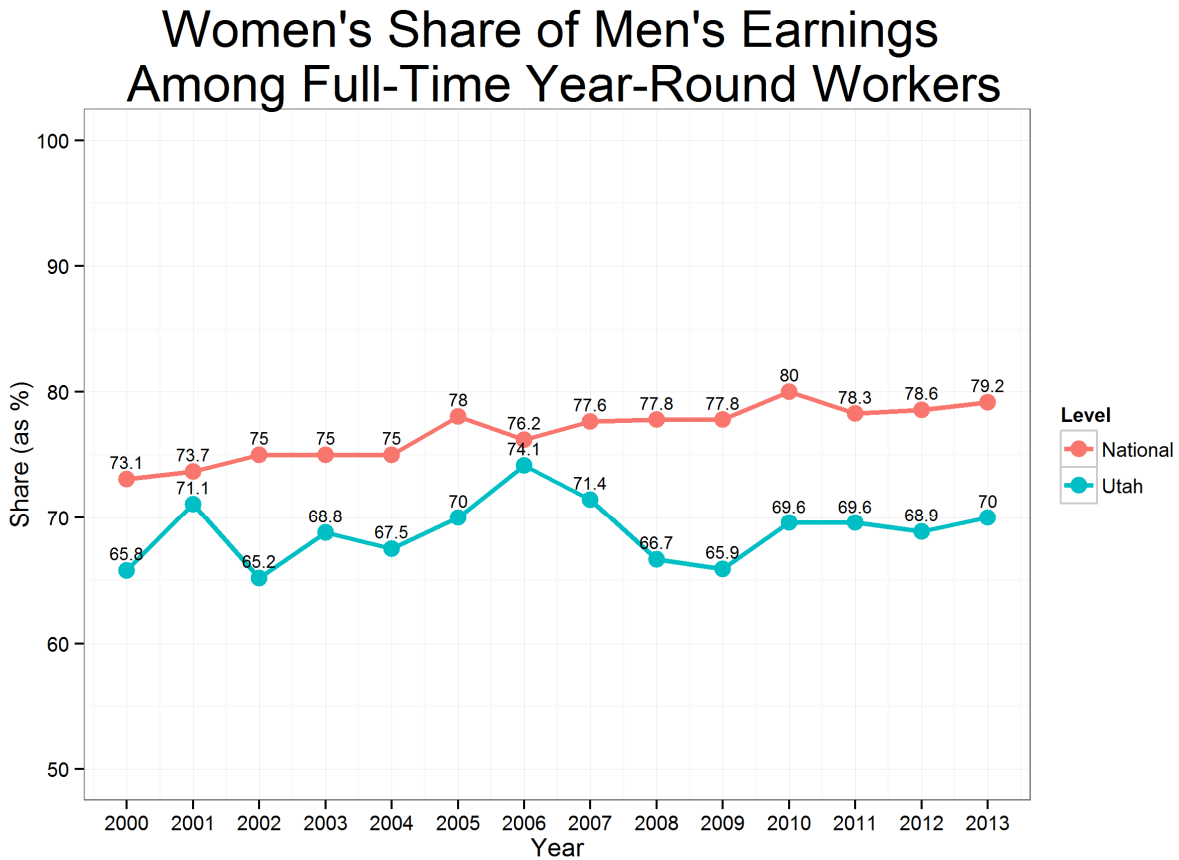


Figure 9 is similar to Figure 8, only it shows the earnings gap between women and men across all 50 states. Utah is very close to the bottom of the distribution, with women earning 70¢ for every dollar a man earned in 2013, the 4th largest income gap in the nation. (The shaded area indicates the standard error for each estimate.)

FIGURE 9 (SOURCE: IPUMS-USA)

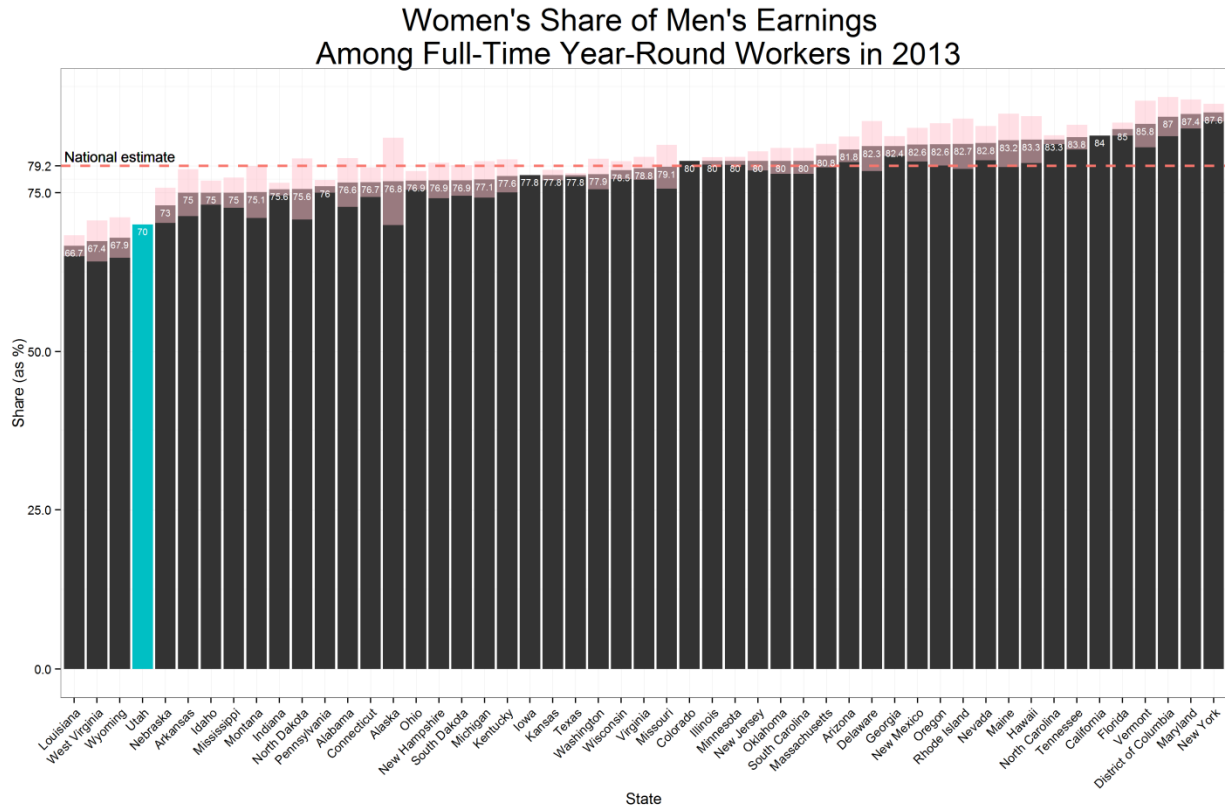


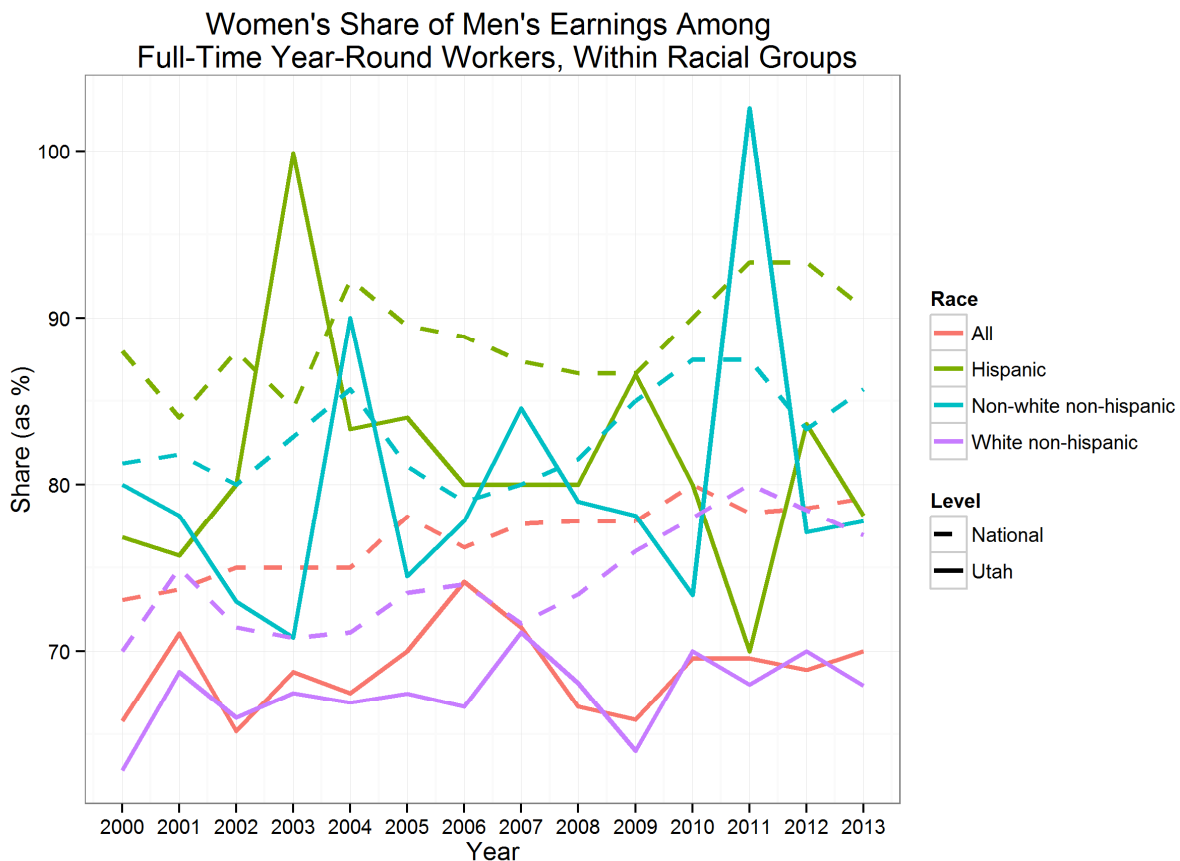
Table 1 shows the average rate at which the earnings gap among full-time year-round workers has closed since 1977 (note that these estimates use IPUMS CPS data rather than ACS – see Methodology section for details), along with the year at which the gap would close if it were to continue the same trend linearly into the future. Our estimates have the United States, as a nation, closing its gap in 2047. But Utah lags substantially behind the nation as a whole and would be the second-to-last state to close its earnings gap; it would finally reach this milestone in 2087, four decades behind the rest of the nation. We also see that Utah is closing its gap at the 2nd slowest rate among the 50 states.

TABLE 1 (SOURCE: IPUMS-CPS)

State	Annual Reduction in Earnings Gap	Year
Maryland	0.75¢	2029
California	0.72¢	2031
Arizona	0.71¢	2033
Delaware	0.77¢	2033
Texas	0.63¢	2039
Hawaii	0.6¢	2040
Tennessee	0.63¢	2041
Alabama	0.68¢	2042
Alaska	0.61¢	2043
Colorado	0.62¢	2043
Nevada	0.61¢	2043
Wisconsin	0.69¢	2043
Indiana	0.67¢	2045
Minnesota	0.59¢	2045
Nebraska	0.59¢	2046
National	0.57¢	2047
Illinois	0.6¢	2047
Oregon	0.62¢	2047
Pennsylvania	0.6¢	2047
Maine	0.57¢	2048
New York	0.51¢	2048
District of Columbia	0.26¢	2049
Florida	0.48¢	2049
Ohio	0.6¢	2049
Kansas	0.56¢	2051
Missouri	0.56¢	2051
New Hampshire	0.56¢	2051
Connecticut	0.54¢	2052
Georgia	0.5¢	2052
Kentucky	0.56¢	2052
Montana	0.56¢	2052
Iowa	0.51¢	2054
New Jersey	0.55¢	2054
North Carolina	0.45¢	2054
Vermont	0.45¢	2054
Washington	0.53¢	2054
Massachusetts	0.5¢	2055
Oklahoma	0.52¢	2055
South Dakota	0.46¢	2056
West Virginia	0.56¢	2056
Arkansas	0.43¢	2060
Idaho	0.48¢	2060
North Dakota	0.5¢	2060
Virginia	0.46¢	2061
Michigan	0.52¢	2062
South Carolina	0.43¢	2066
Mississippi	0.43¢	2068
Rhode Island	0.42¢	2068
New Mexico	0.39¢	2073
Wyoming	0.44¢	2086
Utah	0.39¢	2087
Louisiana	0.34¢	2107

Figure 10 shows the wage gap broken down across racial groups². Note that these represent the wage gap *within* racial groups (i.e. white women versus white men, Hispanic women versus Hispanic men). Utah is predominantly white, with other groups being significant minorities, so categories were chosen with the objective of improving sample sizes. With that said, sample sizes could still be quite small, making the estimates more volatile (standard errors were not estimated for years other than 2013). In terms of the intraracial earnings gap, Hispanics appear to typically perform best, while white non-Hispanic women seem to perform the worst over time, both at the state and national level.

FIGURE 10 (SOURCE: IPUMS-USA)



² While Hispanic individuals are treated as a race, in truth, the term “Hispanic” more appropriately applies to a linguistic group, namely those for whom their first language is Spanish. Hispanics encompass a wide range of racial and ethnic groups, and therefore technically do not qualify as a “race.” Nonetheless, they are treated as one in this analysis.

But consider Figure 10 in comparison to Figure 11, where the earnings gap represents the ratio of the median earnings of women in a particular racial group to *all* men. The racial groups' order reverses, with Hispanic women having the largest gap and white women the smallest. This result would suggest that gender gaps are higher in groups where average incomes are higher. In both Figure 10 and Figure 11, across all groups, Utah women experience a greater gap than the national estimate. (As with Figure 8, both Figure 10 and Figure 11 see greater fluctuation at the state level than at the national level, again attributable to a smaller sample size.)

FIGURE 11 (SOURCE: IPUMS-USA)

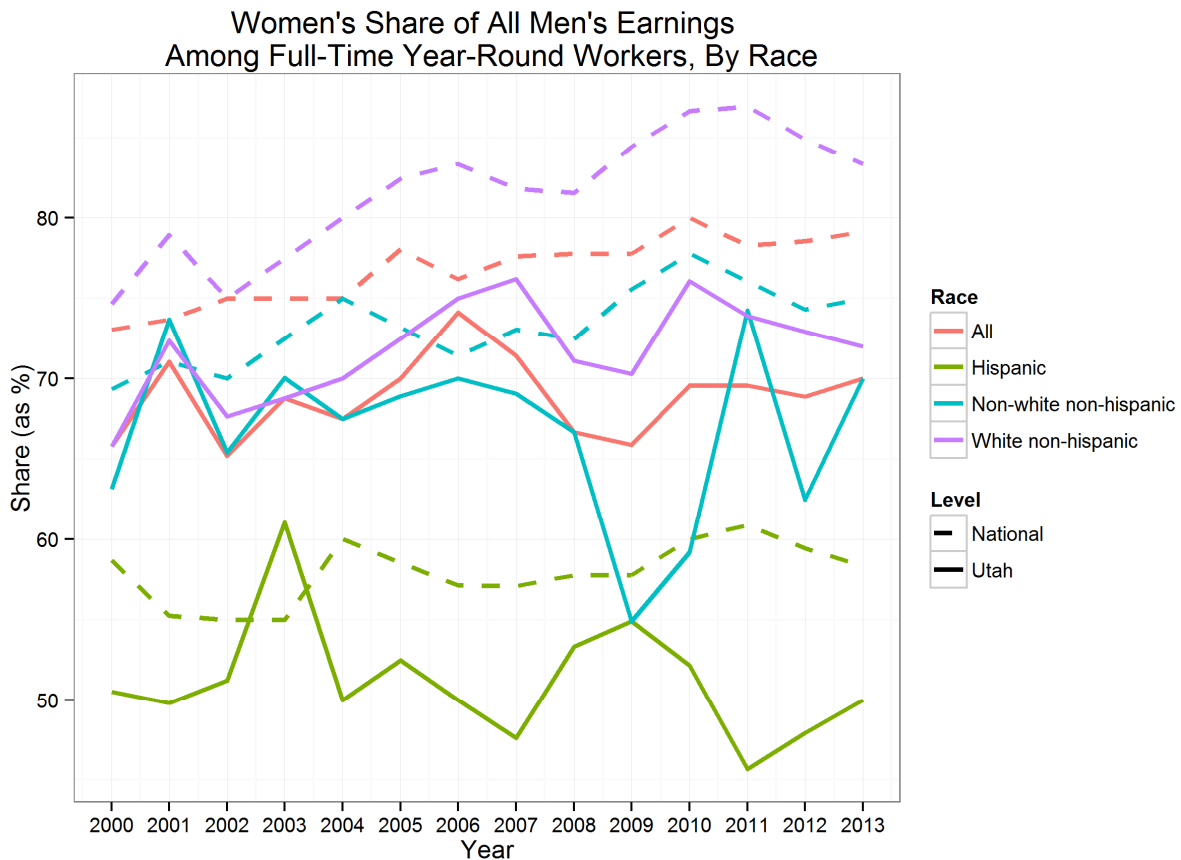
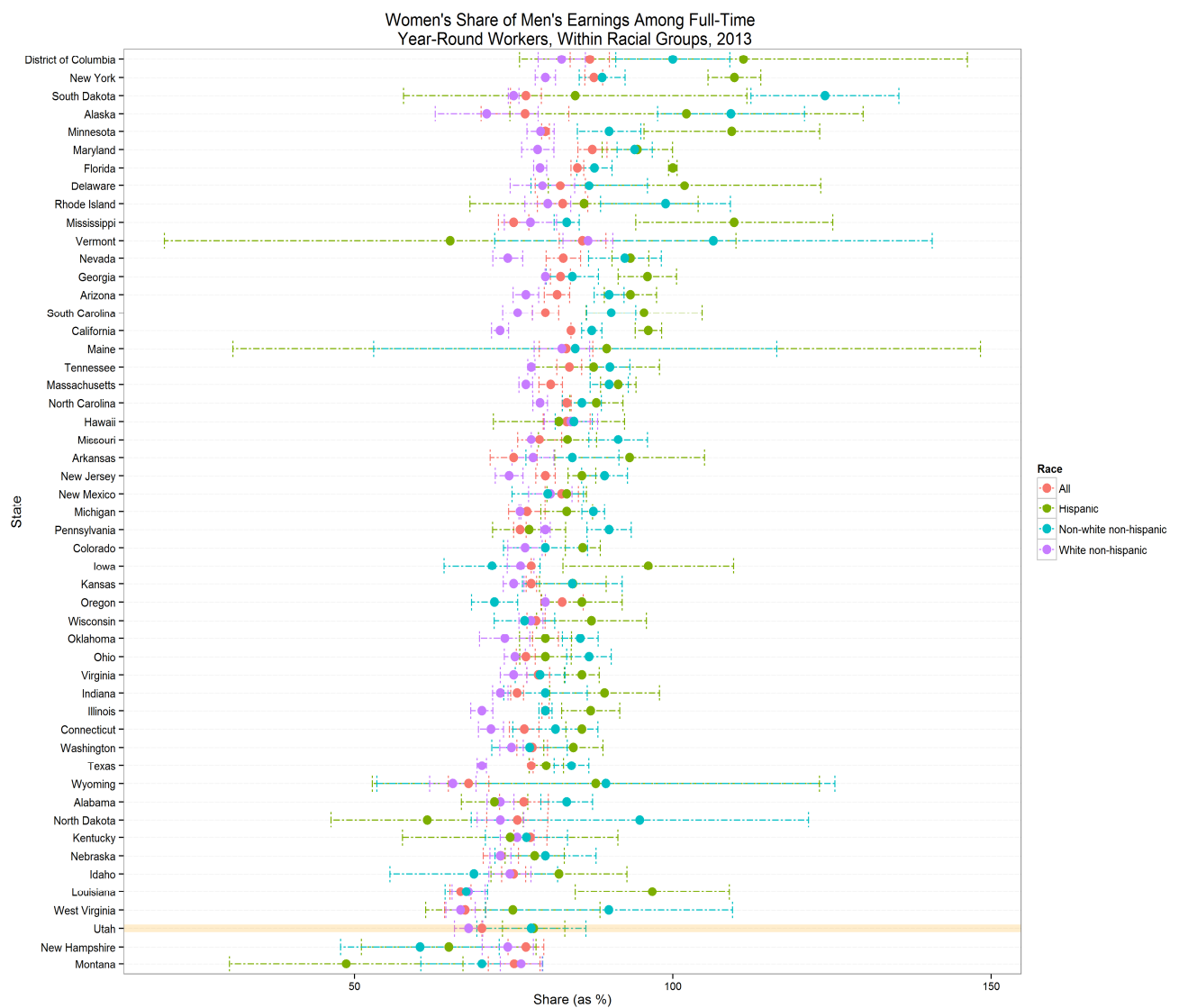


Figure 12 and Figure 13 are the same statistics as Figure 10 and Figure 11, respectively, only across all states in 2013, rather than over time for Utah. (Standard errors were estimated and are drawn). The observation regarding the relationship of the order of ethnic groups in Figure 10 and Figure 11 applies in Figure 12 and Figure 13 as well. For the interracial earnings gaps depicted in Figure 12 Utah is:

- 4th worst for all women
- 9th worst for Hispanic women
- 10th worst for non-white non-Hispanic women
- 4th worst for white non-Hispanic women

FIGURE 12 (SOURCE: IPUMS-USA)



For the earnings gap depicted in Figure 13, Utah ranks:

- 4th worst for all women
- 5th worst for Hispanic women
- 16th worst for non-white non-Hispanic women
- 3rd worst for white non-Hispanic women

FIGURE 13 (SOURCE: IPUMS-USA)

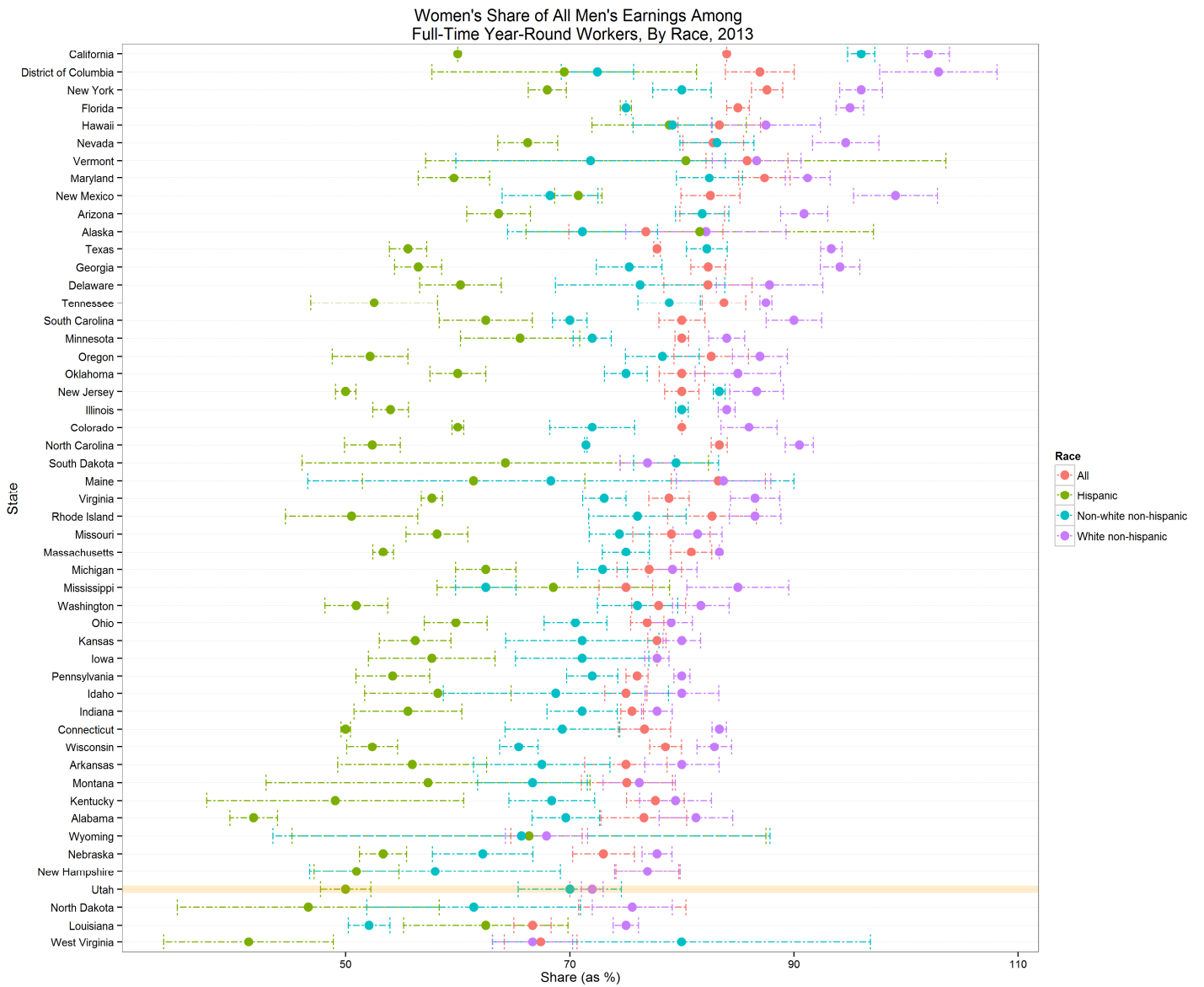


Figure 14A shows the 2013 earnings gap for Utah and the nation within age groups. To improve sample sizes, individuals were grouped into five-year age brackets. Standard errors are shown as bars. As at the national level, the within-age-group earnings gap gets larger as people get older. This is consistent with the speculation earlier that within-group wage gaps tend to be larger in higher-income groups, and age does tend to correlate with higher income. The data show that Utah's within-age-group wage gap is less than the nation's through age 24 but then grows larger than the nation's probably beginning in the 25-29 age cohort and more certainly by the 30-34 cohort.

FIGURE 14A (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, By Age

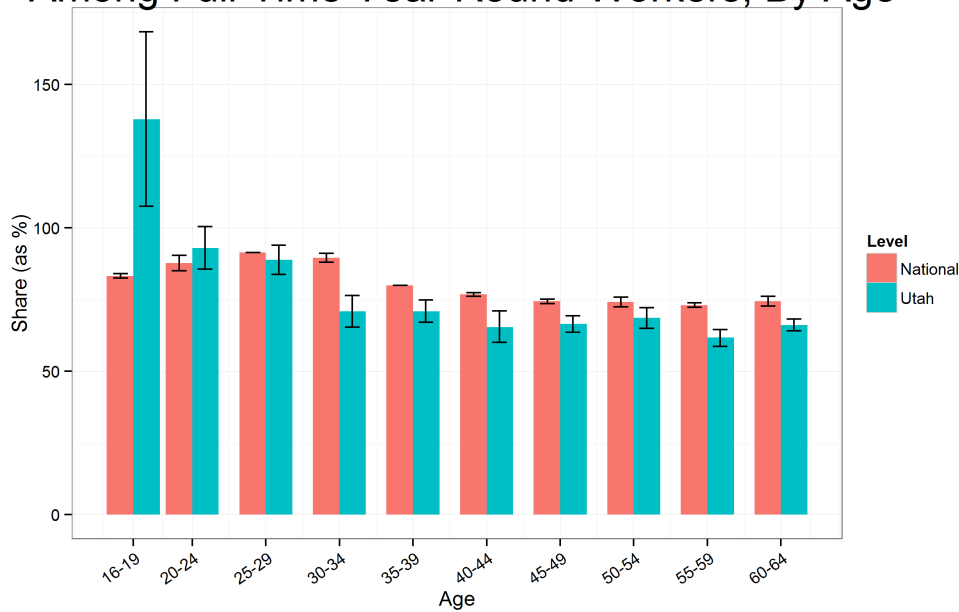


Figure 14B, by contract, shows women's share of all men's earnings, rather than in comparison to their own age group. As expected, it shows the wage gap with all men shrinking as women gain in years and work experience, though no age group achieves the average man's wages.

FIGURE 14B
(SOURCE: IPUMS-USA)

Women's Share of All Men's Earnings in 2013 Among Full-Time Year-Round Workers, By Age

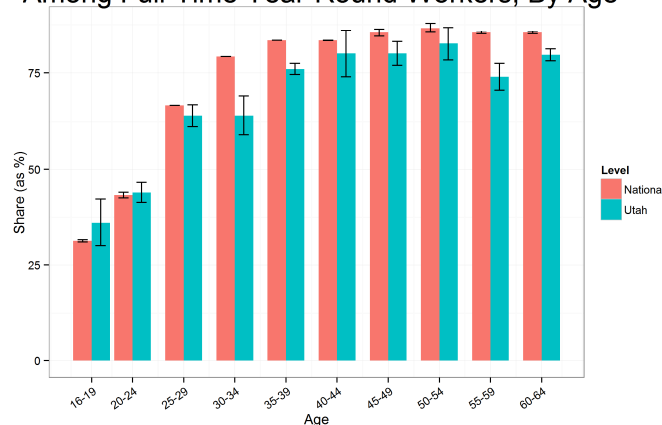


Figure 15 shows the 2013 earnings gaps at both the state and national levels for different occupation groups. In many occupations, Utah women face a larger earnings gap compared to the rest of the nation. There is not one occupation group where Utah women outperform the nation without the nation's estimate being within the standard error of the Utah estimate.

FIGURE 15 (SOURCE: IPUMS-USA)

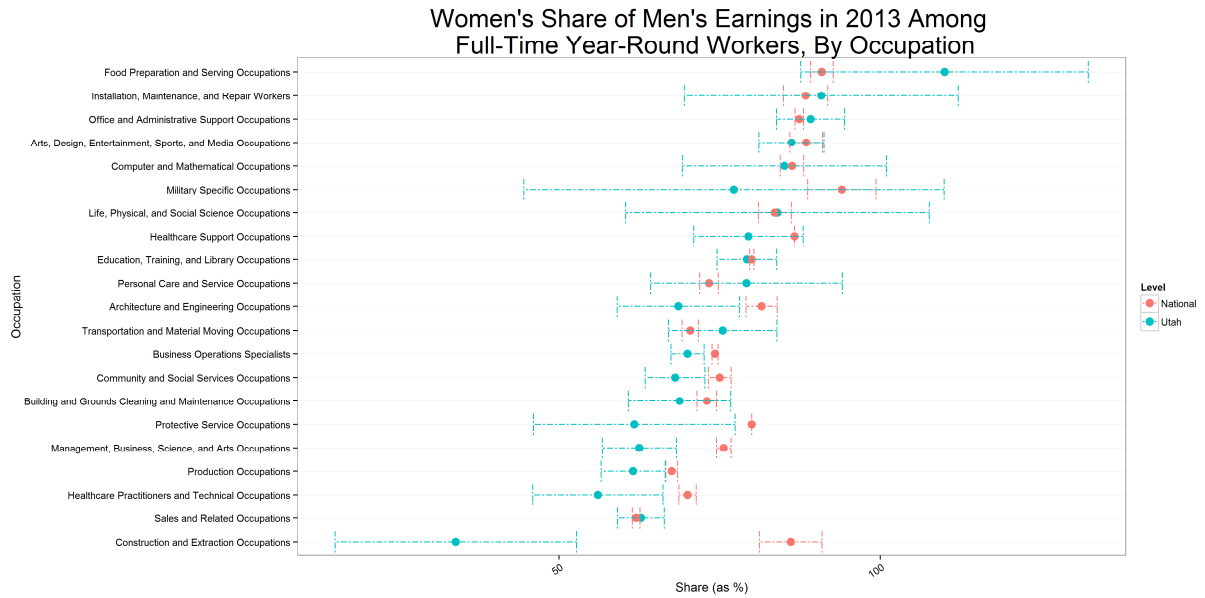


Figure 16 is similar to Figure 15 but compares at the industry level rather than the occupation level. Much like when comparing the earnings gap across occupations, one finds that Utah women underperform compared to the nation as a whole. In fact, there is not one industry where Utah women outperform the nation as a whole without the national estimate being within the standard error.

FIGURE 16 (SOURCE: IPUMS-USA)

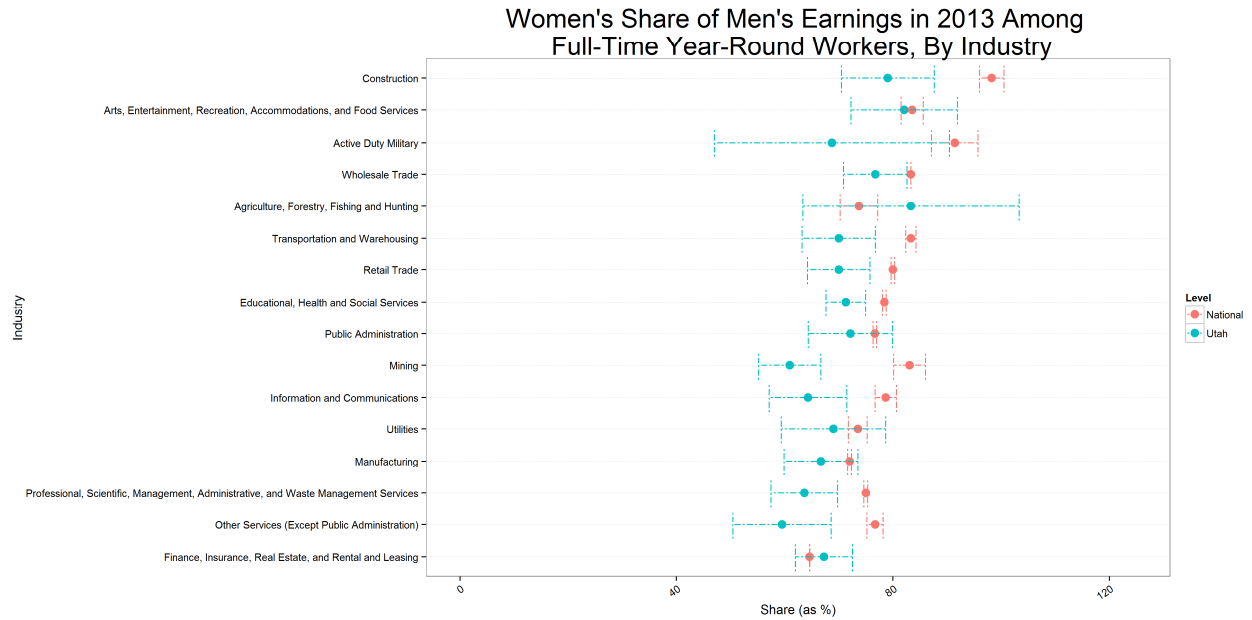


Figure 17 shows full-time, year-round women workers' share of men's earnings with highest level of education in terms of years of education (excluding those who dropped out of high school before 12th grade). At nearly every level of education, Utah women underperform compared to women nationally. The earnings gap increases with education level, both at the national and state level, consistent with the idea expressed earlier that within-group earnings gaps tend to be larger in higher-income groups.

FIGURE 17 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, Within Years of Education

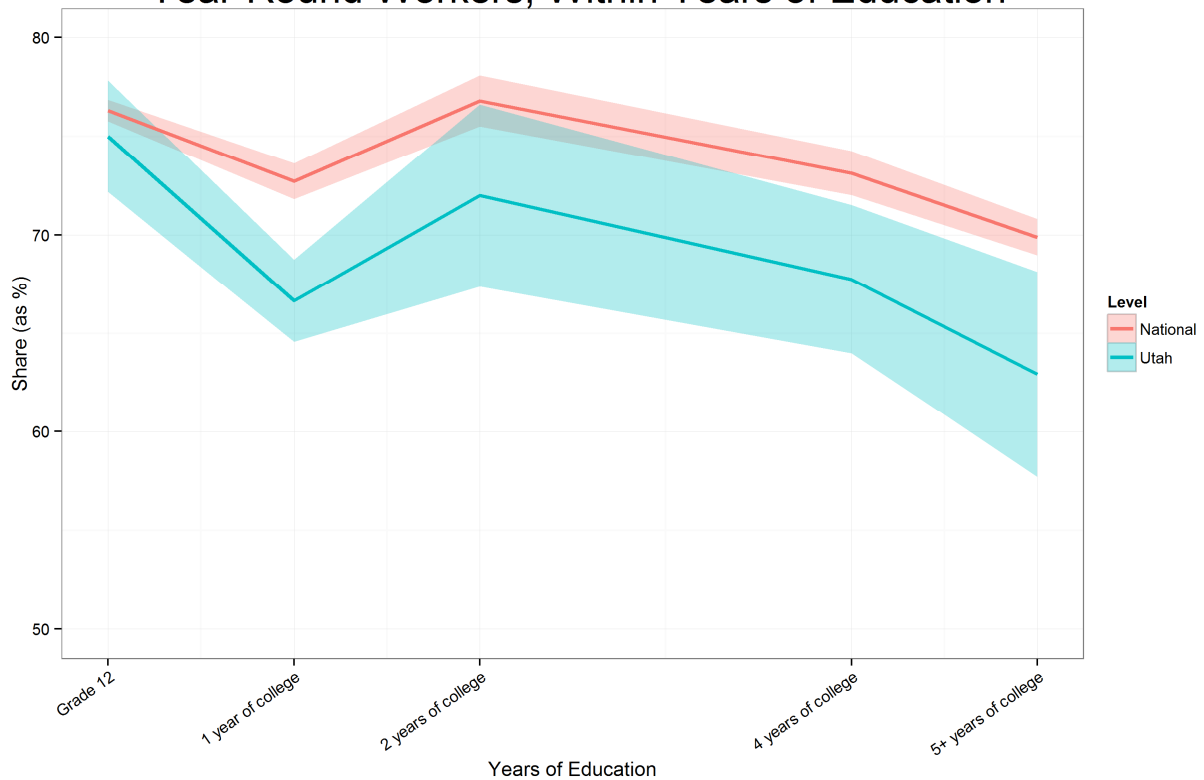


Figure 18 presents the earnings gap by level of education rather than years of education. As in Figure 17, the earnings gap tends to be higher within the better educated groups (comparing men and women with the same levels of education).

FIGURE 18 (SOURCE: IPUMS-USA)

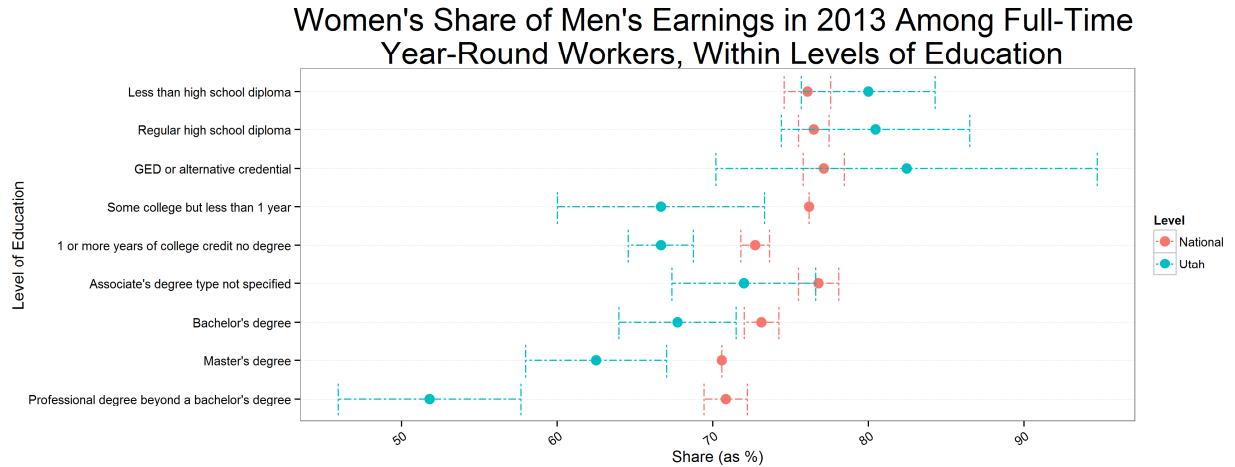
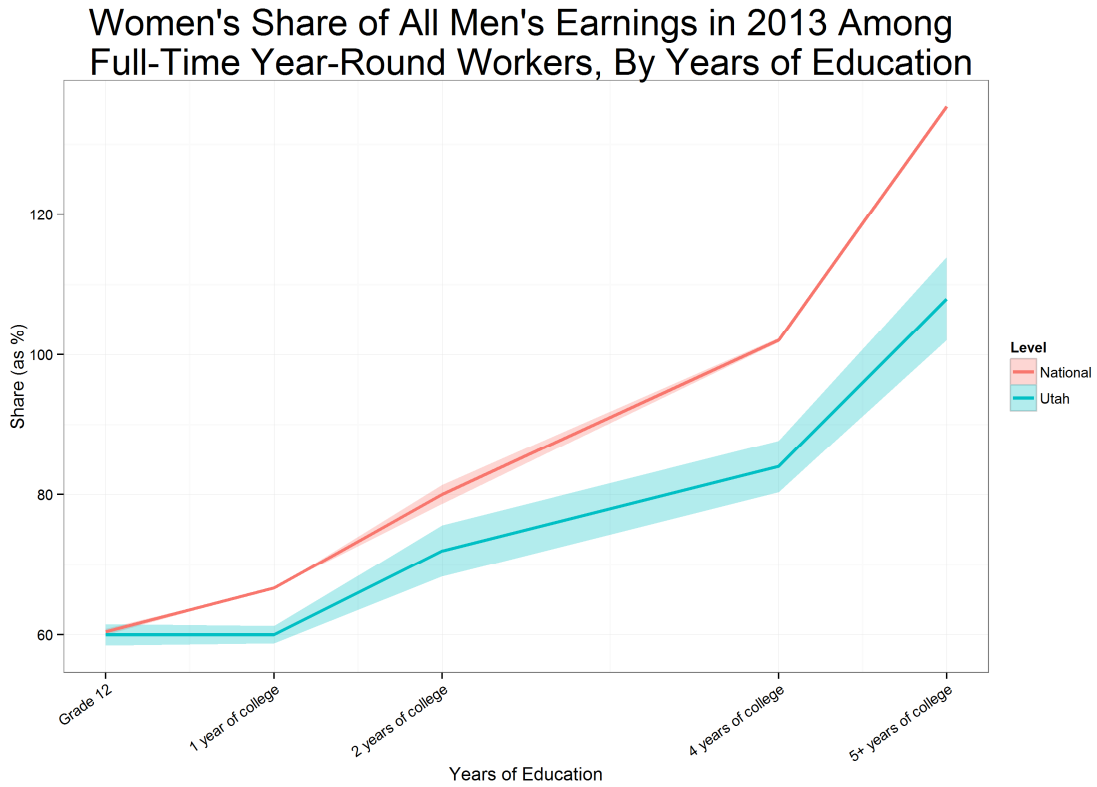


Figure 19 is similar to Figure 17, only instead of comparing women to men with the same level of education, we compare women with different levels of education to all men. (This is similar to what we have done in Figure 10, Figure 11, Figure 12 and Figure 13). Not surprisingly, the earnings gap decreases as years of education increases. However, Utah women, once again, underperform compared to the rest of the nation.

FIGURE 19 (SOURCE: IPUMS-USA)



A similar story is told in Figure 20. Both Figures 19 and 20 illustrate an interesting finding: While women nationally need to get a Bachelor's degree to earn as much as the average man, women in Utah need a Master's degree to accomplish the same feat.

FIGURE 20 (SOURCE: IPUMS-USA)

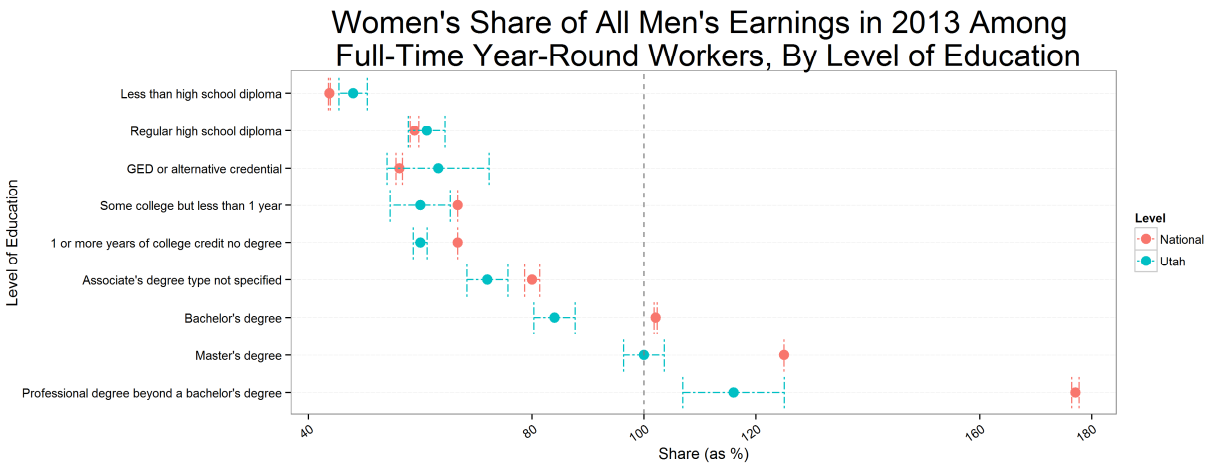
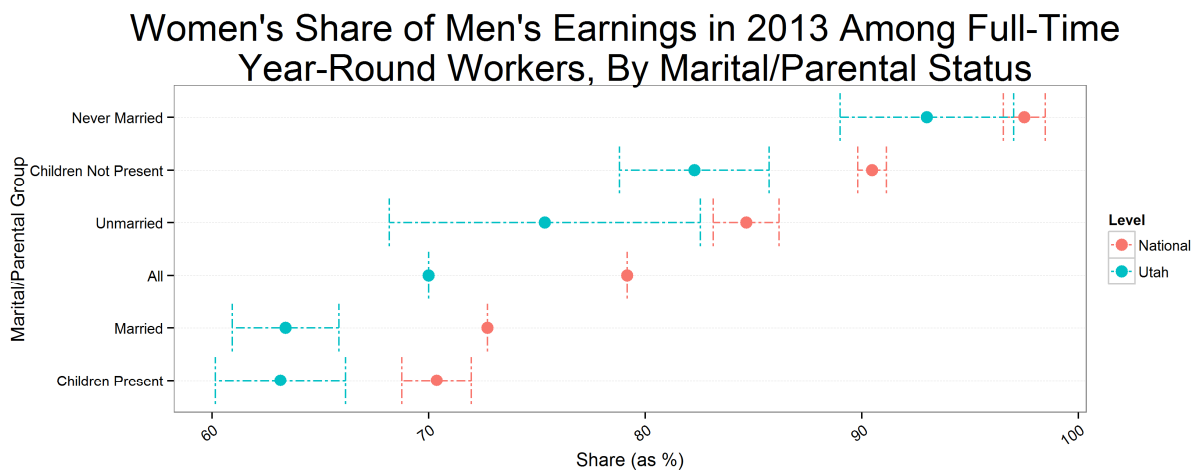


Figure 21 shows the earnings gap within different groups based on marital status and the presence of children in the home. The pattern of the gap is similar at the national and state level, but at every level Utah women underperform relative to the rest of the nation. The gender gap is smallest comparing women and men who never married and do not have children present. The gender gap is largest comparing women and men who are married or have children present in the home. (Interestingly, in Utah, the estimates for the gender gap among the population that is married and with children present are nearly identical in both their locations on the chart and in their standard errors, which suggests a large overlap in these populations. This is not the case for the national estimate.)

FIGURE 21 (SOURCE: IPUMS-USA)



Discussion of Findings

To summarize the data presented above, we can say the following:

1. The wage gap among full-time, year-round workers is worse in Utah than in the nation as a whole and is closing much more slowly.
2. When comparing women to all men, women close the gender gap when they have higher levels of education, though they remain far behind men with similarly high levels of education.
3. When comparing women to men within their own subgroup³, it seems that the wage gap worsens based on certain specific factors, including the following:
 - Being married (in Utah and nationally)
 - Having children present in the home (in Utah and nationally)
 - Being white (in Utah and nationally)
 - Gaining advanced education (in Utah and nationally, though the effect is much greater in Utah)

The last two factors in particular are ones that are generally associated with higher incomes, which suggests that there may be a pattern that subgroup gender gaps may be worse within higher income groups, presumably because of the simple mathematical reality that there is a natural income floor (\$0) but no income ceiling, which has more of an effect in exaggerating the income gap in groups with higher incomes than those with lower incomes.

Having summarized our findings, there seems to be one central question that begs to be explained: Why does Utah have one of the worst gender gaps in the nation? There seem to be a number of possible explanations related to Utah's unique cultural and demographic characteristics.

³ There is value in looking at subgroups within the population, for example, based on race or education level or family status or job category. When looking at subgroups of the population, there are two ways of looking at the gender gap: comparing women within certain subgroups to all men or comparing only within those subgroups. Comparing subgroups to all men may be most useful for suggesting effective policy interventions. For example, the finding in Figures 19 and 20 that women close the wage gap as they become better educated suggests that promoting education among women may be an effective means to reduce the gender gap in earnings. Comparing gender gaps within subgroups may be useful for understanding the interplay of multiple factors, such as job tenure, field of study, and discrimination. For example, the finding in Figure 18 that there is a greater gender gap among men and women with a college degree or higher than among men and women with just a high school education or less seems to suggest that other factors beside education are also playing a role in the earnings gap.

For example, the median age at first marriage for Utah women in 2013 was 24, the youngest in the nation, whereas for the nation the age is 27 (United States Census Bureau, 2014). Indeed, Utah women marry much more frequently, are less likely to never be married, and are much more likely to have children — and have more children on average than in any other state. These facts are consistent with the finding above in Figure 5 that Utah women are more likely than in other states to not complete their college educations. In Utah 70% of women start college, but only 30% complete at least a bachelor's degree, a completion rate of only 43%. Nationally, only 65% of women begin college, but 33% complete at least a bachelor's, a completion rate of 50%.

A number of studies have found empirical evidence for the negative relationship between motherhood and women's earnings (Budig, 2014; Correll, Benard, & Paik, 2007). Thus, this factor may well play a leading role in Utah's gender gap.

Another important factor to consider is discrimination against women in the labor market. Our analysis does not provide evidence for discrimination by employers against women. However, studies have found a large “unexplained” portion of the earnings gap that could be explained by discrimination (Boraas & Rodgers III, 2003; Gradín, del Río, & Cantó, 2010). Experimental evidence for discrimination against mothers in the labor market has also been found (Correll, Benard, & Paik, 2007). One should remember when discussing discrimination that animus need not be present in order for discrimination to occur. Rather, unconscious bias often better explains discriminatory behavior. Current theory on unconscious bias holds that everyone, even women themselves, may exhibit discriminatory behavior (in Correll et. al.'s study, for example, both men and women would exhibit discriminatory behavior against mothers)⁴. Discrimination could also take place prior to women's entrance in the labor market: for example, career and academic advisors may steer women to lower-paying, traditionally female employment (Glynn, 2014).

Naturally, with a subject this complex, there is much left to be investigated. This report does not investigate the earnings gap's relationship to worker tenure in Utah. It also did not look at the degree to which occupations are segregated along gender lines. We did not study what majors the sexes chose in college which could lead to low earnings later or if there is bias in the education system that encourages women to pursue lower-paying, traditionally female occupations and how Utah compares to the rest of the nation in that regard. We did not employ analytical techniques that control for other variables that could explain the earnings gap, such as regression analysis, which could break down Utah's earnings gap to see what factors account for how much of it. We expect to fill in many of these gaps in future reports.

⁴ For more information on unconscious or “implicit” bias: <https://implicit.harvard.edu/implicit/>

Policy Recommendations

Based on the limited findings of this study, several areas of policy response appear to be most likely to help Utah take advantage of its opportunity to close the gender gap.

Promote Higher Education for Women and Encourage Nontraditional Fields of Study

Utah women have, on average, more years of education than women nationally – 13.5 vs. 13.4 years (Figure 4). This is primarily because Utah women are less likely to drop out of high school without getting a diploma or GED (7.6% vs. 10.7%) and more likely than women nationally to at least start college (70% vs. 65%). But finishing college is where Utah women fall behind women nationally – 30.3% vs. 32.7% – and even more so when it comes to graduate or professional school – 8% in Utah vs. 12% nationally.

Thus, part of the solution is finding ways to ensure that more Utah women complete their degrees and go on to graduate or professional education.

As discussed earlier, Utah women tend to marry younger and have larger families; thus it appears likely that a greater share of Utah women than nationally are dropping out of college due to family obligations. This suggests that an appropriate response would be making higher education easier for mothers to complete through financial assistance and greater availability of affordable childcare. Unfortunately, the Institute for Women’s Policy Research has found that on-campus childcare has been declining nationally, particularly at two-year schools. (2014a)

Schools should also encourage women to explore fields of study and career paths that are not traditionally pursued by women. Our analysis did not examine differences in occupational choice and their relationship to the earnings gap, but others have. Hedgewisch and Hartmann (2014) found that as occupations become desegregated in terms of gender, earnings gaps tend to diminish. Individuals commonly make career choices while they are in high school and college, creating the opportunity to encourage women to seek higher-paying careers (such as law, medicine, and STEM occupations) that they may not typically consider.

Childcare

According to a report by Child Care Aware of America (2013), the cost of childcare in Utah is comparable to the cost of attending college, and nationwide that cost has been increasing. This high cost seems likely to be a major deterrent to women entering and staying attached to the workforce over the long term. The state should consider doing more to support high-quality, affordable childcare, allowing Utah women to become better educated and thereby perform better in the labor market when they are ready to do so, including competing more effectively in the full-time, year-round sector of the labor market.

At the same time, for women who want or need to work but do not want to work full-time in order to have more time at home to care for their children, making childcare more affordable has the same effect as giving them a raise, in the sense that they will be able to meet their financial obligations with fewer hours of work, so they will be able to spend more time with their families.

Increase Take-Home Pay for Lower-Income Utahns

One broad approach that would disproportionately give a boost to women would be to raise take-home pay at the lowest end of the pay scale. Women are far more likely to be working in low-wage jobs than men (National Women's Law Center, 2014). Thus, women's earnings would respond more than men's to policy changes that boost earnings in the low-wage sectors of the economy. Policies to consider include the following:

- Create a state version of the federal Earned Income Tax Credit (EITC), as 25 states have done. As U.S. House of Representatives Ways and Means Committee Chair Paul Ryan (R-WI) said about the EITC in a recent speech recommending its expansion, "This is one of the few programs that have shown results. It encourages people to work by increasing the rewards of work."⁵ Legislation to make Utah the 26th state with its own EITC passed the state House of Representatives in 2013 and 2014.
- Expand access to Medicaid to more low-income workers: A 2011 study in Oregon found that doing so reduces financial stress for participating low-income families, as measured by lower out-of-pocket medical expenditures and medical debt including fewer bills sent to collection. (Baicker, 2012)
- Raise or eliminate the separate \$2.13 minimum wage for tipped workers, as 33 states have done, including Utah's neighbors Arizona, Colorado, Idaho, and Nevada.⁶ Research has found that the eight states that have completely eliminated the separate tipped minimum wage, including Utah's neighbor Nevada, have an earnings gap that is 17% smaller than the 17 states like Utah that apply the \$2.13 federal minimum (Robbins, Vogtman, & Entmacher, States with equal minimum wages for tipped workers have smaller wage gaps for women overall and lower poverty rates for tipped workers, 2014b).
- Raise the minimum wage above \$7.25, as 29 states have done, including our neighboring states of Arizona, Colorado, Nevada, and New Mexico.⁷

For Utah mothers, any increase in hourly take-home pay, however it is brought about, will tend to have two effects:

1. As Rep. Paul Ryan noted, it will increase the incentive to join the labor force, which enhances self-sufficiency and models responsible behavior, especially important in the single-parent families that are most at risk for seeing their children fall into the trap of multi-generational poverty.

⁵ Source: <http://www.aei.org/publication/expanding-opportunity-in-america-paul-ryans-new-policy-reforms-for-reducing-poverty/>

⁶ Source: <http://www.dol.gov/whd/state/tipped.htm>

⁷ Source: <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx>

2. Higher hourly take-home pay translates to less time needed to earn the same income, which reduces the pressure to work overtime hours or multiple jobs and enables parents, especially single parents, to spend more time at home taking care of their children.

Thus, these policies will not only reduce the pay gap, they will also have the effect of strengthening Utah families, especially those most at-risk for the complications associated with intergenerational poverty.

Public Awareness

We also recommend measures to increase public awareness of the issues we have discussed in this report. The earnings gap is partly a result of cultural biases, often against mothers in particular, that lead to discrimination. Discrimination against women and mothers is often the result of unconscious biases, and one potential response to this is to draw this unconscious problem into the realm of consciousness. Changing expectations for women and men, for employers and employees, will help to transform women's ability to participate in the economy on an equal footing.

Conclusion: Utah Needs Utah Solutions

It is inevitable that any discussion about Utah's gender gap and how to solve it will run into America's and Utah's fundamental ambivalence about women in the economy. On the one hand, Utah is proud of the economic and professional achievements of its women, including many senior political, business, and professional leaders. Moreover, Utah has always believed in the traditional values of self-reliance and personal responsibility, meaning that all adults, including single mothers, are expected to work for a living and support themselves rather than relying on public assistance. Indeed, the widespread embrace of this strong work ethic is at the heart of the state's relatively low poverty rate.

On the other hand, Utah women have more children and at a younger age than women in any other state, and Utahns are more committed to the principal that women should have the option to stay home to care for their children rather than working, to the extent that that is economically feasible. This cultural preference may help to explain why Utah women are more prone to drop out of college and why their attachment to the labor force is weaker than in other states, in the sense that they are less likely than women in other states to work full-time and year-round.

Addressing the gender gap while navigating this ambivalence is possible if solutions are embraced that accomplish both goals: boosting women's earnings while enhancing women's – and all workers' – ability to balance work and family commitments.

Gender inequity in the workplace affects not only working women but all those who depend on them, particularly their children. Many women support their families alone, and the hardships that befall them befall their families as well. These hardships can have lasting impacts on their children. Utah has positioned itself on the forefront of states examining the effects of multigenerational poverty and developing two-generation solutions that are effective for both parents and children.

The policy recommendations in this report seek to strengthen women's ability to earn a living and support their families while also being there for their children.

Thus, the earnings gap presents an opportunity to develop Utah solutions that will benefit women and the economy as a whole. By enhancing women's skills and earning potential, reducing and ultimately closing the gender gap in earnings will bring thousands of jobs and billions of dollars in earnings to Utah women, thereby bolstering Utah's economy and quality of life with positive effects for all Utahns — women, men, and children alike.

Appendices

Literature Review

The table below summarizes the sources consulted at the outset of this study, in chronological order.

TABLE 2

Title	Author	Publication	Date	Literature Review		Data used
				Type of study	Conclusions	
"Getting a job: Is there a motherhood penalty?"	Shelley J. Correll, Stephen Benard, In Paik	American Journal of Sociology, v. 112, no. 5	Mar-07	Quantification, explanation	Mothers experience discrimination in the application process. Motherhood is a status characteristic that is disfavored in the labor market. Mothers are paid less, are less likely to be hired, perceived as being of lower qualification, and are held to higher standards than non-mothers.	Original experimental data
"Gender wage discrimination and poverty in the EU," by Carlos Gradia, Coral del Rio, and Olga Canto, in <i>Feminist Economics</i> , v. 16 no. 2	Carlos Gradia, Coral del Rio, and Olga Canto	<i>Feminist Economics</i> , v. 16 no. 2	Apr-10	Explanation via quantification	Unequal pay for women contributes to increased poverty in EU countries	European Community Household Panel
<i>Economic Facts and Fallacies</i>	Thomas Sowell	Book	Mar-11	Explanation	The gap is caused by different preferences in occupation (and employment preferences) driven by family roles. Employer discrimination against women is not sustainable in a competitive environment, though it may be possible in non-competitive environments	No data; list of references, though
"Intergenerational poverty in Utah; 2012"	Utah Department of Workforce Services	Online	2012	Quantification	This was read only to get the methodology for a similar yet more recent source. Methods for identifying intergenerational poverty, along with how data was collected and stored, were described.	Internal data, including PACMIS, eREP, UWORKS, Wage File, and DHHS poverty guidelines
"Utah's second annual report on intergenerational poverty, welfare dependency and the use of public assistance; 2013"	Utah Department of Workforce Services	Online	2013	Quantification	Most of those who are dependent on public assistance for extended periods of time are women, most of whom have a high school diploma or some college education though some do have higher levels of education. Women earn less than men even when accounting for education and experience. Most women work in retail and food services industries.	Internal, some ACS
"Gender wage gap projected to close in year 2058"	Institute for Women's Policy Research	Online	Sep-13	Quantification	Women's share of men's earnings will reach 100% by 2058, based on current trends	U.S. Census Bureau
"Utah's third annual report on intergenerational poverty, welfare dependency and the use of public assistance and Utah Intergenerational Welfare Reform Commission annual report; 2014"	Utah Department of Workforce Services	Online	2014	Quantification	Focused on children in intergenerational poverty. Many adults in intergenerational poverty are single mothers who do not make enough to support their children, and most of those who are in intergenerational poverty or at risk of entering intergenerational poverty are children twelve or younger of single mothers. Made policy recommendations.	Internal data, from DWS, Utah Department of Health, Utah Department of Health and Human Services, Utah Office of Education, Utah Juvenile Courts, and the Utah Data Alliance
"Occupational segregation and the gender wage gap; A job half done"	Hegewisch and Hartmann	Online	Jan-14	Quantification, explanation, prescribe solutions	Jobs have become more integrated over time, and as they do the gender gap in wages has been closing. However, there is still room for improvement, and women still earn less than men in these jobs.	BLS, CPS/ASEC, National Center for Education Statistics
"The gender wage gap by occupation 2013 and by race and ethnicity"	Institute for Women's Policy Research	Online	Apr-14	Quantification	After classifying occupations into female-dominated or male-dominated, women earn less than men in almost all occupations. Asian and White women earn more than Black and Hispanic.	BLS

Title	Author	Publication	Date	Literature Review		Conclusions	Data used
				Type of study			
"Washington, DC, ranks highest for women's employment and earnings; West Virginia ranks lowest"	Institute for Women's Policy Research	Online	May-14	Quantification		Utah ranks 35th for women's median income, 47th for ratio of women's earnings to men's, 17th for participation in the labor force, and 32nd for women in professional/managerial roles	ACS
"The well-being of women in Utah; An overview"	Institute for Women's Policy Research	Online	May-14	Quantification, explanation, prescribe solutions		In addition to comments on women's health, political status, and data similar to that in "Quick figures," this source describes women's educational achievement in Utah. Both men and women in Utah are more likely to not finish college, which is key to helping women close the gender gap.	ACS
"Explaining the gender wage gap"	Sarah Jane Glynn	Online	May-14	Explanation		The women's 77 cents per man's dollar wage gap statistic is unique to a particular means of calculating the wage gap, and other means that reach different conclusions do exist. Family versus work preferences can only partly explain why a wage gap exists.	No data; list of references, though
"Underpaid and overloaded; Women in low-wage jobs"	National Women's Law Center	Online	Jul-14	Quantification, prescribe solutions		Women work a disproportionate share of low-wage jobs. At every metric, from marital and parental status to education level, women's share of low-wage jobs is disproportionately large compared to men. Policy should seek to improve their standing in these jobs.	IPUMS, Bureau of Labor Statistics
"Hard @ work; Women in the Utah labor force"	Lecia Parks Langston	Online	Jul-14	Quantification		Various statistics comparing Utah women and labor versus both men and national average were computed. Differences in human capital, socialization, culture, education, and discrimination are possible explanations for differences.	Mostly data from various U.S. Census Bureau and BLS sources
"Washington, DC, ranks highest for women's employment and earnings; West Virginia ranks lowest"	Institute for Women's Policy Research	Online	Aug-14	Quantification		Utah ranked 35 th for median earnings for women (\$33,100), 47 th for women's share of men's earnings (69.0%), 17 th for female participation in the labor force (61.6%), and 32 nd for holding managerial positions, earning a D+ composite score for women's status overall.	ACS
"States with equal minimum wages for tipped workers have smaller wage gaps for women overall and lower poverty rates for tipped workers"	National Women's Law Center	Online	Sep-14	Quantification, explanation		States that have higher minimum wages for tipped workers have a 17% smaller wage gap, a 33% lower poverty rate for female tipped workers, a 37% lower poverty rate for servers and bartenders, and greater racial equity for minority women	ACS
"The fatherhood bonus and the motherhood penalty: Parenthood and the gender gap in pay"	Michelle J. Budig	Online	Sep-14	Quantification, explanation		A father will earn a bonus for having children (compared to single childless or non-cohabitating men), and that bonus will increase with the father's income. Mothers, on the other hand, will experience a penalty for having children compared to women with no children.	BLS NLSY79
"The 10 worst states for women"	Thomas C. Frohlich, Alexander Kent, Alexander E. M. Hess	Online	Oct-14	Quantification		Based on a range of variables, divided into three major categories (economy, leadership, and health) and averaging state rankings based on the selected measures, Utah is the worst state for women, having little leadership roles, a high gender wage gap, and low representation in the legislature, though infant mortality and women's poverty rate are low relative to the rest of the nation.	U.S. Census Bureau

Methodology

The primary source of our data is the U.S. Census Bureau's American Community Survey (ACS) 2000 to 2013 samples, stored in the University of Minnesota's Integrated Public Use Microdata Series (IPUMS). We chose this data source because of its very large sample size (there are 1,476,000 households, or 3,133,000 people, in the 2013 ACS sample; almost 29,000 people in the sample are Utahns), its easy access and use, and the variables it tracks. The sample contains enough individuals to account for about 1% of the population of the United States.⁸ We performed our analysis using the R statistical software.

To calculate the estimate for how much additional income Utah women would receive if the gender gap were reduced to the national level or to zero, we used the IPUMS ACS 2013 sample data to determine the average and total income of Utah women working full-time and year-round. We then simply multiplied women's total income (\$12,390,641,812) by 0.792/0.7 and by 1.0/0.7 to determine what the new total income figures would be under the two scenarios and compared the figures. (By comparison, Utah men working full-time and year-round earned \$35,586,492,480 in the aggregate in 2013, about three times the total earnings of the full-time, year-round women.)

To compute the year at which the gender gap in earnings among full-time year-round workers will close, we used federal Bureau of Labor Statistics' Current Population Survey (CPS) March samples from 1977 to 2014, stored on IPUMS. We used the CPS data here because we had access to more years from which to calculate the gap in earnings (which is the sum of wage, business, and farm income). Sample sizes are not as large as the ACS samples, which mean the estimates are less accurate. We calculated the earnings gap at the national and state levels from 1977 (the earliest year we could look at a state level) to 2014 (using March samples). We then ran a regression of the earnings gap versus the year, first at the national level, then at the state level by introducing state dummy variables and interaction terms, effectively creating a different regression equation for each state. We solved all of these linear equations for the year in which women's share of men's earnings among full-time year-round workers would be 100%. The prediction is admittedly crude, yet we believe that it is still useful to keep in mind in the discussion; in essence, the prediction says what year the gap would close if it continued to close linearly at the average rate it had since 1977.

The estimates in our study consist mostly of rates (i.e. labor force participation rates, education rates, etc.) and women's share of men's earnings across different subsets of both Utah and the national population. Rates were computed simply by dividing the subpopulation in question by a larger population (for example, women in the labor force in Utah divided by the number of women in Utah), weighting the individuals using the weights provided in the ACS sample.

⁸ For more information about ACS survey methodology, see the Census Bureau's documentation at: http://www.census.gov/acs/www/Downloads/survey_methodology/acs_design_methodology_report_2014.pdf

Women's share of men's earnings is always computed by dividing the weighted median of women's earnings by the weighted median of men's earnings. Frequently both the women and men are in the same subpopulation in question (for example, when computing women's share of men's earnings according to occupation, the women and men used for each estimate are both in the same occupation group). At other times we present the ratio of the subpopulation's earnings to the earnings of all men. We try to make it clear in the title of the chart/table and its introduction which ratio is being presented.

For women's share of men's earnings, unless otherwise stated, we compute the statistic only among those individuals who are over 16, presently working, and working full-time and year-round. Workers are considered to be working full-time if they typically work at least thirty-five hours a week, and they are considered working year-round if they worked at least 50 weeks a year in the prior year. This is the same as the standard comparison used nationally. In future research, we hope to also examine the wage ratio among part-time workers.

One variable not accounted for in our analysis is worker tenure. This variable is not available in the ACS dataset. A proxy for tenure could be age, which we did account for in our analysis. However, age itself is not a complete substitute for tenure; it does not account for level of education, nor does it account for breaks in employment or a switch in occupation. Longitudinal studies can better account for tenure effects; since our report is based on ACS data, which is not longitudinal, we cannot do that.

For most estimates from the 2013 sample, we computed standard errors using the replicate weights provided by the ACS data, using the recommended method. We believed this to be the most robust way to compute standard errors, since they account for the design of the survey.⁹ Standard errors were not computed for years other than 2013. For the sake of simplicity, we consider one estimate to be different from the other if the latter estimate in question (say, the national estimate for women's share of men's earnings) is outside of one deviation of the former's standard error (Utah's estimate)¹⁰. We typically draw the standard on the graph, but if this is not done, one need only remember that the further away the two estimates are, the more likely the two are to be different.

⁹ More information on the computation of standard errors can be found here:

<https://usa.ipums.org/usa/repwt.shtml> and <https://cps.ipums.org/cps/repwt.shtml>

¹⁰ Note that standard errors are not the same as confidence intervals, though one could create confidence intervals from the standard errors we have reported.

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Data Tables

This appendix contains much of the data collected in this study. We've listed our results in tabular format below. When available, standard errors are listed in parentheses.

TABLE 3 (SOURCE: IPUMS-USA)

Men's and Women's Participation Rate in the Labor Force				
Year	Utah Men's Participation Rate	Men's Participation Rate Nationally	Utah Women's Participation Rate	Women's Participation Rate Nationally
2000	77.12%	70.76%	61.22%	57.52%
2001	79.24%	73.81%	62.54%	58.92%
2002	79.68%	73.73%	59.64%	59.21%
2003	79.81%	73.46%	60.60%	59.02%
2004	80.35%	73.33%	60.10%	58.91%
2005	80.03%	73.13%	61.71%	59.11%
2006	78.72%	71.55%	60.22%	58.76%
2007	79.35%	71.33%	60.17%	58.63%
2008	77.64%	72.03%	61.27%	60.13%
2009	77.79%	71.02%	61.84%	59.88%
2010	76.57%	69.81%	60.47%	59.28%
2011	76.61%	69.30%	59.81%	58.91%
2012	76.07%	69.29%	61.59%	58.79%
2013	75.41%	68.90%	58.73%	58.57%

TABLE 4 (SOURCE: IPUMS-USA)

Men's and Women's Participation Rate in the Labor Force, 2013

State	Men	Women
Alabama	64.22% (0.39)	52.59% (0.43)
Alaska	75.65% (1.02)	68.28% (1.08)
Arizona	64.38% (0.27)	54.28% (0.32)
Arkansas	63.76% (0.5)	53.58% (0.45)
California	69.9% (0.13)	57.23% (0.12)
Colorado	73.47% (0.33)	62.73% (0.36)
Connecticut	72.99% (0.38)	62.56% (0.37)
Delaware	67.51% (0.74)	58.85% (0.89)
District of Columbia	72.67% (0.9)	64.41% (0.9)
Florida	63.88% (0.2)	54.42% (0.2)
Georgia	68.34% (0.25)	58.12% (0.32)
Hawaii	70.64% (0.71)	59.44% (0.69)
Idaho	69.48% (0.56)	56.35% (0.81)
Illinois	71.07% (0.22)	61.24% (0.24)
Indiana	68.92% (0.3)	58.59% (0.29)
Iowa	71.01% (0.46)	62.69% (0.5)
Kansas	72.07% (0.4)	61.35% (0.48)
Kentucky	64.91% (0.32)	54.39% (0.39)
Louisiana	65.81% (0.45)	55.72% (0.35)
Maine	66.16% (0.71)	60.4% (0.72)
Maryland	72.74% (0.33)	64.99% (0.33)
Massachusetts	71.93% (0.35)	63.28% (0.28)
Michigan	65.32% (0.28)	57.55% (0.24)
Minnesota	73.53% (0.32)	66.36% (0.3)
Mississippi	61.75% (0.48)	54.36% (0.49)
Missouri	67.88% (0.32)	59.85% (0.36)
Montana	67.45% (0.73)	58.97% (0.95)
Nebraska	75.04% (0.52)	65.2% (0.64)
Nevada	69.46% (0.41)	59.24% (0.58)
New Hampshire	72.57% (0.64)	62.74% (0.73)
New Jersey	71.57% (0.22)	60.49% (0.27)
New Mexico	63.65% (0.61)	54.46% (0.58)
New York	68.5% (0.2)	58.87% (0.19)
North Carolina	68.02% (0.23)	58.14% (0.23)
North Dakota	76.44% (0.82)	65.32% (1.08)
Ohio	67.78% (0.22)	59.15% (0.23)
Oklahoma	68.81% (0.43)	55.82% (0.42)
Oregon	66.65% (0.39)	57.73% (0.44)
Pennsylvania	67.36% (0.23)	58.62% (0.23)
Rhode Island	70.49% (0.75)	62.28% (0.69)
South Carolina	65.84% (0.35)	56.81% (0.41)
South Dakota	72.36% (0.9)	65.49% (0.93)
Tennessee	66.91% (0.31)	56.3% (0.36)
Texas	71.87% (0.16)	58.06% (0.18)
Utah	75.41% (0.48)	58.73% (0.57)
Vermont	68.44% (1.09)	62.47% (0.96)
Virginia	71.41% (0.26)	61.26% (0.28)
Washington	69.84% (0.32)	58.71% (0.38)
West Virginia	60.71% (0.68)	49.26% (0.67)
Wisconsin	70.76% (0.3)	63.4% (0.38)
Wyoming	73.83% (0.91)	62.84% (1.05)

TABLE 5 (SOURCE: IPUMS-USA)

Percentage of People In Different Employment Groups, 2013

Group	Not In Labor Force	Unemployed	Part-Time	Full-Time, Not Year-Round	Full-Time Year-Round
Utah Men	24.59% (0.05)	4.03% (0.03)	12.32% (0.03)	6.27% (0.03)	52.79% (0.05)
Men Nationally	31.1% (0.05)	5.91% (0.03)	9.98% (0.04)	5.89% (0.03)	47.13% (0.04)
Utah Women	41.27% (0.48)	3.62% (0.23)	22.14% (0.36)	4.06% (0.29)	28.91% (0.56)
Women Nationally	41.43% (0.57)	4.77% (0.24)	15.84% (0.55)	4.5% (0.28)	33.46% (0.5)

TABLE 6 (SOURCE: IPUMS-USA)

Average Years of Education Among Individuals 25-64, 2013

	Men	Women
Utah	13.54 (0.04)	13.5 (0.04)
National	13.14 (0)	13.41 (0)

TABLE 7 (SOURCE: IPUMS-USA)

Level of Education in 2013 Among Individuals 25-64

Highest Level of Education	Utah Men	Men Nationally	Utah Women	Women Nationally
Less than high school diploma	8.75% (0.48)	13.14% (0.05)	7.57% (0.39)	10.69% (0.05)
Regular high school diploma	19.38% (0.63)	23.65% (0.07)	19.18% (0.58)	20.94% (0.06)
GED or alternative credential	2.97% (0.25)	4.8% (0.03)	3.22% (0.3)	3.51% (0.03)
Some college but less than 1 year	6.88% (0.4)	5.99% (0.03)	8.11% (0.36)	6.33% (0.04)
1 or more years of college credit no degree	20.67% (0.62)	15.3% (0.05)	19.61% (0.55)	15.83% (0.06)
Associate's degree type not specified	8.84% (0.4)	7.66% (0.04)	11.97% (0.43)	10.03% (0.04)
Bachelor's degree	20.57% (0.52)	18.86% (0.05)	22.3% (0.59)	20.73% (0.06)
Master's degree	8.16% (0.43)	7.05% (0.04)	6.33% (0.36)	9.1% (0.05)
Professional degree beyond a bachelor's degree	2.03% (0.16)	2.15% (0.02)	1.04% (0.16)	1.76% (0.02)
Doctoral degree	1.76% (0.20)	1.41% (0.02)	0.66% (0.10)	1.08% (0.01)

TABLE 8 (SOURCE: IPUMS-USA)

Percent of Women 18 and Older Within Different Marital and Parental Groups, 2013

	Never Married	Unmarried	Married	Children Not Present	Children Present
Utah	21.53% (0.41)	17.37% (0.42)	61.1% (0.56)	52.96% (0.49)	47.04% (0.49)
National	26.58% (0.04)	22.37% (0.05)	51.05% (0.07)	60.33% (0.04)	39.67% (0.04)

TABLE 9 (SOURCE: IPUMS-USA)

Frequency of Number of Children Living With Mothers 18 and Older, 2013

	1	2	3	4	5	6	7	8	9+
Utah	36.60%	31.05%	16.84%	10.32%	3.28%	1.20%	0.30%	0.23%	0.17%
National	48.04%	33.09%	13.17%	4.04%	1.09%	0.36%	0.13%	0.05%	0.04%

TABLE 10 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings Among Full-Time Year-Round Workers, Within Racial Groups

Year	Utah				National			
	All	Hispanic	Non-White Non-Hispanic	White Non-Hispanic	All	Hispanic	Non-White Non-Hispanic	White Non-Hispanic
2000	65.79%	76.8%	80%	62.81%	73.07%	88%	81.25%	70%
2001	71.05%	75.72%	78.1%	68.75%	73.68%	84%	81.82%	75%
2002	65.18%	80%	72.95%	66%	75%	88%	80%	71.43%
2003	68.77%	99.88%	70.81%	67.5%	75%	84.62%	82.86%	70.78%
2004	67.5%	83.33%	90%	66.9%	75%	92.31%	85.71%	71.11%
2005	70%	84%	74.48%	67.44%	78.05%	89.55%	81.08%	73.48%
2006	74.14%	80%	77.78%	66.67%	76.19%	88.89%	78.95%	74%
2007	71.43%	80%	84.57%	71.11%	77.63%	87.41%	80%	71.67%
2008	66.67%	80%	78.95%	68.09%	77.78%	86.67%	81.5%	73.4%
2009	65.89%	86.6%	78.13%	64%	77.78%	86.67%	85%	76%
2010	69.57%	80%	73.37%	70%	80%	90%	87.5%	78%
2011	69.57%	70%	102.57%	68%	78.26%	93.33%	87.5%	80%
2012	68.87%	83.64%	77.12%	70%	78.56%	93.33%	83.33%	78.43%
2013	70%	78.13%	77.78%	67.92%	79.17%	90.61%	85.71%	76.92%

TABLE 11 (SOURCE: IPUMS-USA)

Women's Share of All Men's Earnings Among Full-Time Year-Round Workers, By Race

Year	Utah				National			
	All	Hispanic	Non-White Non-Hispanic	White Non-Hispanic	All	Hispanic	Non-White Non-Hispanic	White Non-Hispanic
2000	65.79%	50.53%	63.16%	65.79%	73.07%	58.67%	69.33%	74.67%
2001	71.05%	49.82%	73.68%	72.37%	73.68%	55.26%	71.05%	78.95%
2002	65.18%	51.23%	65.41%	67.63%	75%	55%	70%	75%
2003	68.77%	61.06%	70.04%	68.77%	75%	55%	72.5%	77.5%
2004	67.5%	50%	67.5%	70%	75%	60%	75%	80%
2005	70%	52.5%	68.89%	72.5%	78.05%	58.54%	73.17%	82.44%
2006	74.14%	50%	70%	75%	76.19%	57.14%	71.43%	83.33%
2007	71.43%	47.62%	69.05%	76.19%	77.63%	57.08%	73.06%	81.81%
2008	66.67%	53.33%	66.67%	71.11%	77.78%	57.78%	72.44%	81.56%
2009	65.89%	54.91%	54.91%	70.29%	77.78%	57.78%	75.56%	84.44%
2010	69.57%	52.17%	59.19%	76.09%	80%	60%	77.78%	86.67%
2011	69.57%	45.65%	74.25%	73.91%	78.26%	60.87%	76.09%	86.96%
2012	68.87%	47.92%	62.5%	72.92%	78.56%	59.45%	74.31%	84.93%
2013	70%	50%	70%	72%	79.17%	58.33%	75%	83.33%

TABLE 12 (SOURCE: IPUMS-USA)

Women’s Share of Men’s Earnings Among Full-Time Year-Round Workers, Within Racial Groups, 2013

State	All	White Non-Hispanic	Hispanic	Non-White Non-Hispanic
Alabama	76.61% (3.82)	72.92% (2.11)	72% (5.21)	83.33% (4.06)
Alaska	76.79% (6.88)	70.77% (8.1)	102.15% (27.75)	109.14% (11.54)
Arizona	81.82% (2)	76.92% (2.02)	93.33% (4.1)	90% (2.35)
Arkansas	75% (3.68)	78.05% (3.29)	93.22% (11.77)	84.23% (7.29)
California	84% (0)	72.86% (1.34)	96.15% (2.07)	87.27% (1.58)
Colorado	80% (0)	76.79% (2.7)	85.86% (2.74)	80% (6.59)
Connecticut	76.67% (2.33)	71.43% (1.97)	85.71% (2.52)	81.57% (6.68)
Delaware	82.32% (3.94)	79.53% (5.07)	101.83% (21.39)	86.87% (9.14)
District of Columbia	86.96% (3.08)	82.56% (3.69)	111.09% (35.18)	100% (8.97)
Florida	85% (1.01)	79.17% (1.03)	100% (0.67)	87.68% (2.77)
Georgia	82.35% (1.55)	80% (0.04)	96% (4.58)	84.21% (4.1)
Hawaii	83.33% (3.68)	84% (4.19)	82.12% (10.31)	84.44% (2.92)
Idaho	75% (1.88)	74.42% (3.29)	82.1% (10.68)	68.75% (13.17)
Illinois	80% (0.57)	70% (1.73)	87.1% (4.56)	80% (1.02)
Indiana	75.56% (1.01)	72.92% (1.21)	89.29% (8.62)	80% (6.56)
Iowa	77.78% (0)	76.09% (2.08)	96.14% (13.4)	71.62% (7.53)
Kansas	77.78% (0.81)	75% (1.63)	84.29% (5.24)	84.21% (7.82)
Kentucky	77.64% (2.58)	75.56% (2.65)	74.47% (16.91)	77.03% (6.45)
Louisiana	66.67% (1.65)	67.92% (2.58)	96.77% (12.11)	67.57% (3.34)
Maine	83.25% (4.2)	82.57% (4.36)	89.63% (58.71)	84.67% (31.67)
Maryland	87.37% (2.29)	78.79% (2.52)	94.44% (5.53)	94% (2.77)
Massachusetts	80.83% (1.84)	76.92% (1.07)	91.43% (2.78)	90% (2.99)
Michigan	77.08% (2.87)	76% (0.15)	83.33% (4.07)	87.5% (1.78)
Minnesota	80% (0.61)	79.25% (2.14)	109.27% (13.8)	90% (4.97)
Mississippi	75% (2.39)	77.63% (4.11)	109.65% (15.46)	83.33% (1.97)
Missouri	79.07% (3.46)	77.78% (0)	83.45% (4.57)	91.43% (4.61)
Montana	75.09% (4.07)	76.19% (3.28)	48.7% (18.34)	70% (9.56)
Nebraska	73% (2.76)	72.92% (1.65)	78.32% (4.65)	80% (7.94)
Nevada	82.8% (2.71)	74.07% (2.36)	93.33% (2.9)	92.47% (5.71)
New Hampshire	76.92% (2.81)	74.07% (4.03)	64.81% (13.69)	60.29% (12.45)
New Jersey	80% (1.53)	74.29% (2.19)	85.71% (2.18)	89.29% (3.61)
New Mexico	82.55% (2.63)	80.77% (3.41)	83.33% (3.1)	80.35% (5.6)
New York	87.6% (1.4)	80% (1.59)	109.68% (4.16)	88.89% (3.61)
North Carolina	83.33% (0.7)	79.17% (1.13)	88% (4.18)	85.71% (3.06)
North Dakota	75.58% (4.79)	72.92% (3.67)	61.43% (15.1)	94.82% (26.49)
Ohio	76.91% (1.48)	75.2% (1.66)	80% (4.03)	86.84% (3.49)
Oklahoma	80% (2.03)	73.61% (3.95)	80% (4.1)	85.47% (2.79)
Oregon	82.61% (3.33)	80% (0)	85.71% (6.32)	72% (3.63)
Pennsylvania	76% (0.99)	80% (0.72)	77.43% (5.75)	90% (3.48)
Rhode Island	82.69% (3.96)	80.36% (3.61)	86.06% (17.91)	98.85% (10.19)
South Carolina	80% (2.06)	75.63% (2.36)	95.48% (9.11)	90.32% (3.85)
South Dakota	76.92% (2.42)	75% (0.85)	84.67% (26.97)	123.9% (11.62)
Tennessee	83.75% (1.95)	77.78% (0.57)	87.57% (10.33)	90.13% (3.11)
Texas	77.78% (0.29)	70% (0.72)	80.13% (2.69)	84.09% (2.71)
Utah	70% (0)	67.92% (2.24)	78.13% (4.9)	77.78% (8.57)
Vermont	85.81% (3.66)	86.67% (3.91)	65.05% (44.89)	106.37% (34.36)
Virginia	78.85% (1.79)	75% (2.11)	85.71% (2.74)	79.17% (3.91)
Washington	77.92% (2.41)	74.66% (1.85)	84.38% (4.66)	77.5% (5.91)
West Virginia	67.4% (3.24)	66.67% (2.32)	74.89% (13.69)	89.96% (19.41)
Wisconsin	78.54% (1.42)	77.71% (1.88)	87.23% (8.62)	76.7% (4.74)
Wyoming	67.92% (3.18)	65.45% (3.66)	87.92% (35.11)	89.49% (35.97)

TABLE 13 (SOURCE: IPUMS-USA)

**Women's Share of All Men's Earnings Among Full-Time Year-Round Workers, By Race,
2013**

State	All	White Non-Hispanic	Hispanic	Non-White Non-Hispanic
Alabama	76.61% (3.82)	81.25% (3.28)	41.79% (2.13)	69.64% (3.01)
Alaska	76.79% (6.88)	82.14% (7.16)	81.59% (15.51)	71.14% (6.7)
Arizona	81.82% (2)	90.91% (2.1)	63.64% (2.84)	81.82% (2.38)
Arkansas	75% (3.68)	80% (3.31)	55.93% (6.64)	67.5% (6.09)
California	84% (0)	102% (1.88)	60% (0)	96% (1.21)
Colorado	80% (0)	86% (2.51)	60% (0.52)	72% (3.79)
Connecticut	76.67% (2.33)	83.33% (0.65)	50% (0.42)	69.33% (5.12)
Delaware	82.32% (3.94)	87.82% (4.75)	60.23% (3.65)	76.28% (7.56)
District of Columbia	86.96% (3.08)	102.9% (5.24)	69.49% (11.81)	72.46% (3.23)
Florida	85% (1.01)	95% (1.23)	75% (0.5)	75% (0)
Georgia	82.35% (1.55)	94.12% (1.77)	56.47% (2.1)	75.29% (2.93)
Hawaii	83.33% (3.68)	87.5% (4.86)	78.87% (6.89)	79.17% (3.53)
Idaho	75% (1.88)	80% (3.29)	58.23% (6.54)	68.75% (10.05)
Illinois	80% (0.57)	84% (0.76)	54% (1.59)	80% (0.57)
Indiana	75.56% (1.01)	77.78% (1.38)	55.56% (4.8)	71.11% (3.13)
Iowa	77.78% (0)	77.78% (1.08)	57.68% (5.65)	71.11% (5.95)
Kansas	77.78% (0.81)	80% (1.68)	56.2% (3.19)	71.11% (6.84)
Kentucky	77.64% (2.58)	79.44% (3.2)	49.07% (11.46)	68.39% (3.83)
Louisiana	66.67% (1.65)	75% (1.14)	62.5% (7.34)	52.08% (1.85)
Maine	83.25% (4.2)	83.72% (4.22)	61.41% (9.93)	68.31% (21.69)
Maryland	87.37% (2.29)	91.23% (2)	59.65% (3.18)	82.46% (2.95)
Massachusetts	80.83% (1.84)	83.33% (0)	53.33% (0.93)	75% (2.11)
Michigan	77.08% (2.87)	79.17% (2.19)	62.5% (2.69)	72.92% (2.21)
Minnesota	80% (0.61)	84% (1.59)	65.56% (5.31)	72% (1.69)
Mississippi	75% (2.39)	85% (4.54)	68.53% (10.38)	62.5% (2.69)
Missouri	79.07% (3.46)	81.4% (2.18)	58.14% (2.75)	74.42% (2.69)
Montana	75.09% (4.07)	76.19% (3.23)	57.35% (14.45)	66.67% (4.9)
Nebraska	73% (2.76)	77.78% (1.34)	53.33% (2.1)	62.22% (4.48)
Nevada	82.8% (2.71)	94.62% (2.97)	66.24% (2.67)	83.12% (3.3)
New Hampshire	76.92% (2.81)	76.92% (2.93)	50.96% (3.78)	57.97% (11.19)
New Jersey	80% (1.53)	86.67% (2.39)	50% (0.92)	83.33% (0.53)
New Mexico	82.55% (2.63)	99.06% (3.73)	70.76% (2.1)	68.23% (4.28)
New York	87.6% (1.4)	96% (1.91)	68% (1.7)	80% (2.6)
North Carolina	83.33% (0.7)	90.48% (1.24)	52.38% (2.49)	71.43% (0.11)
North Dakota	75.58% (4.79)	75.58% (3.58)	46.66% (11.68)	61.43% (9.54)
Ohio	76.91% (1.48)	79.05% (1.88)	59.82% (2.81)	70.5% (2.81)
Oklahoma	80% (2.03)	85% (3.81)	60% (2.49)	75% (1.9)
Oregon	82.61% (3.33)	86.96% (2.45)	52.17% (3.38)	78.26% (3.29)
Pennsylvania	76% (0.99)	80% (0.72)	54.2% (3.29)	72% (2.29)
Rhode Island	82.69% (3.96)	86.54% (2.29)	50.52% (5.91)	76.04% (4.34)
South Carolina	80% (2.06)	90% (2.47)	62.5% (4.15)	70% (1.54)
South Dakota	76.92% (2.42)	76.92% (2.44)	64.25% (18.14)	79.49% (3.79)
Tennessee	83.75% (1.95)	87.5% (0.53)	52.54% (5.66)	78.87% (2.78)
Texas	77.78% (0.29)	93.33% (0.96)	55.56% (1.67)	82.22% (1.82)
Utah	70% (0)	72% (0.98)	50% (2.24)	70% (4.6)
Vermont	85.81% (3.66)	86.67% (3.96)	80.35% (23.22)	71.86% (12.02)
Virginia	78.85% (1.79)	86.54% (2.19)	57.69% (0.94)	73.08% (1.92)
Washington	77.92% (2.41)	81.7% (2.52)	50.94% (2.81)	76.04% (3.59)
West Virginia	67.4% (3.24)	66.67% (3.58)	41.33% (7.57)	79.97% (16.85)
Wisconsin	78.54% (1.42)	82.9% (1.54)	52.36% (2.26)	65.45% (1.71)
Wyoming	67.92% (3.18)	67.92% (3.67)	66.35% (21.15)	65.68% (22.17)

TABLE 14A (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, within Age Groups

	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Utah	137.91% (30.49)	92.98% (7.37)	88.89% (5.07)	71.11% (5.49)	71.13% (3.89)	65.57% (5.64)	66.67% (2.9)	68.79% (3.55)	61.67% (3.03)	66.36% (1.99)
National	83.33% (0.82)	87.76% (2.61)	91.43% (0)	89.62% (1.58)	80% (0)	76.92% (0.65)	74.55% (0.81)	74.29% (1.64)	73.21% (0.79)	74.55% (1.66)

TABLE 14B (SOURCE: IPUMS-USA)

Women's Share of All Men's Earnings in 2013 Among Full-Time Year-Round Workers, by Age

	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
Utah	36.13% (6.13)	44% (2.6)	64% (2.78)	64% (5.07)	76% (1.41)	80% (6.04)	80% (3.06)	82.55% (4.26)	74% (3.46)	79.63% (1.53)
National	31.25% (0.3)	43.33% (0.74)	66.67% (0)	79.17% (0)	83.33% (0)	83.33% (0.05)	85.42% (0.93)	86.67% (1.2)	85.42% (0.33)	85.42% (0.29)

TABLE 15 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, within Occupation Groups

Occupations	Utah	National
Management, Business, Science, and Arts Occupations	62.5% (5.76)	75.64% (1.14)
Business Operations Specialists	70% (2.59)	74.29% (0.45)
Computer and Mathematical Occupations	85.07% (15.88)	86.25% (1.82)
Architecture and Engineering Occupations	68.57% (9.53)	81.53% (2.43)
Life, Physical, and Social Science Occupations	84% (23.62)	83.58% (2.57)
Community and Social Services Occupations	68.06% (4.65)	75% (1.77)
Education, Training, and Library Occupations	79.25% (4.64)	80% (0.34)
Arts, Design, Entertainment, Sports, and Media Occupations	86.18% (5.07)	88.46% (2.54)
Healthcare Practitioners and Technical Occupations	56.04% (10.12)	70% (1.35)
Healthcare Support Occupations	79.47% (8.51)	86.67% (0)
Protective Service Occupations	61.7% (15.69)	80% (0)
Food Preparation and Serving Occupations	110% (22.38)	90.91% (1.76)
Building and Grounds Cleaning and Maintenance Occupations	68.75% (7.97)	72.99% (1.52)
Personal Care and Service Occupations	79.18% (14.92)	73.33% (1.44)
Sales and Related Occupations	62.75% (3.65)	62% (0.58)
Office and Administrative Support Occupations	89.14% (5.31)	87.37% (0.65)
Farming, Fishing, and Forestry Occupations	191.08% (150.68)	73.08% (1.8)
Construction and Extraction Occupations	33.94% (18.78)	86.05% (4.87)
Extraction Workers	NA	98.58% (10.49)
Installation, Maintenance, and Repair Workers	90.8% (21.31)	88.37% (3.44)
Production Occupations	61.54% (5)	67.53% (0.92)
Transportation and Material Moving Occupations	75.49% (8.44)	70.42% (1.28)
Military Specific Occupations	77.23% (32.71)	94.01% (5.32)

TABLE 16 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, within Industry Groups

Industry	Utah	National
Agriculture, Forestry, Fishing and Hunting	83.33% (19.98)	73.72% (3.46)
Mining	60.93% (5.75)	83.08% (2.94)
Utilities	69.02% (9.66)	73.53% (1.74)
Construction	79.06% (8.58)	98.25% (2.26)
Manufacturing	66.71% (6.8)	72% (0.35)
Wholesale Trade	76.77% (5.87)	83.33% (0)
Retail Trade	70% (5.77)	80% (0.31)
Transportation and Warehousing	70% (6.75)	83.33% (0.95)
Information and Communications	64.32% (7.18)	78.69% (1.96)
Finance, Insurance, Real Estate, and Rental and Leasing	67.27% (5.29)	64.62% (0.03)
Professional, Scientific, Management, Administrative, and Waste Management Services	63.64% (6.15)	75% (0.36)
Educational, Health and Social Services	71.3% (3.65)	78.43% (0.34)
Arts, Entertainment, Recreation, Accommodations, and Food Services	82.09% (9.84)	83.57% (2.04)
Other Services (Except Public Administration)	59.52% (9.08)	76.71% (1.49)
Public Administration	72.16% (7.8)	76.67% (0.32)
Active Duty Military	68.76% (21.71)	91.44% (4.31)

TABLE 17 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, Within Years of Education

	No Schooling	Nursery School to Grade 4	Grade 5, 6, 7, or 8	Grade 9	Grade 10	Grade 11	Grade 12	1 Year of College	2 Years of College	4 Years of College	5+ Years of College
Utah	73.81% (16.71)	144% (48.36)	78.57% (17.74)	77.73% (18.02)	74.83% (17.69)	66.3% (17.97)	75% (2.82)	66.67% (2.1)	72% (4.62)	67.74% (3.77)	62.92% (5.22)
National	78.57% (2.12)	76% (1.27)	78% (2.48)	76.92% (2.36)	71% (2.11)	73.33% (1.95)	76.32% (0.55)	72.73% (0.92)	76.8% (1.29)	73.13% (1.11)	69.89% (0.92)

TABLE 18 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, Within Levels of Education

Education Level	Utah	National
Less than high school diploma	80% (4.3)	76.09% (1.5)
Regular high school diploma	80.47% (6.05)	76.49% (0.98)
GED or alternative credential	82.46% (12.25)	77.14% (1.32)
Some college but less than 1 year	66.67% (6.65)	76.19% (0)
1 or more years of college credit no degree	66.67% (2.1)	72.73% (0.92)
Associate's degree type not specified	72% (4.62)	76.8% (1.29)
Bachelor's degree	67.74% (3.77)	73.13% (1.11)
Master's degree	62.5% (4.53)	70.59% (0)
Professional degree beyond a bachelor's degree	51.8% (5.88)	70.83% (1.39)

TABLE 19 (SOURCE: IPUMS-USA)

Women's Share of All Men's Earnings in 2013 Among Full-Time Year-Round Workers, By Years of Education

	No Schooling	Nursery School to Grade 4	Grade 5, 6, 7, or 8	Grade 9	Grade 10	Grade 11	Grade 12	1 Year of College	2 Years of College	4 Years of College	5+ Years of College
Utah	42.02% (6.61)	64.49% (16.89)	44% (8.79)	43.54% (7.36)	60% (1.33)	41.78% (10.36)	60% (1.53)	60% (1.24)	72% (3.65)	84% (3.69)	108% (5.9)
National	45.83% (0.75)	39.58% (0.66)	40.63% (1.29)	41.67% (0)	44.38% (1.32)	45.83% (0)	60.42% (0.43)	66.67% (0)	80% (1.35)	102.08% (0.29)	135.42% (0)

TABLE 20 (SOURCE: IPUMS-USA)

Women's Share of All Men's Earnings in 2013 Among Full-Time Year-Round Workers, By Level of Education

Education Level	Utah	National
Less than high school diploma	48% (2.55)	43.75% (0.17)
Regular high school diploma	61.15% (3.27)	58.96% (0.77)
GED or alternative credential	63.19% (9.1)	56.25% (0.57)
Some college but less than 1 year	60% (5.38)	66.67% (0)
1 or more years of college credit no degree	60% (1.24)	66.67% (0)
Associate's degree type not specified	72% (3.65)	80% (1.35)
Bachelor's degree	84% (3.69)	102.08% (0.29)
Master's degree	100% (3.65)	125% (0)
Professional degree beyond a bachelor's degree	116% (9.06)	177.08% (0.66)


TABLE 21 (SOURCE: IPUMS-USA)

Women's Share of Men's Earnings in 2013 Among Full-Time Year-Round Workers, By Marital/Parental Status

Group	Utah	National
Married	63.4% (2.47)	72.73% (0)
Unmarried	75.38% (7.18)	84.67% (1.52)
Never Married	93.01% (4.01)	97.5% (0.97)
Children Present	63.16% (3)	70.37% (1.61)
Children Not Present	82.27% (3.45)	90.48% (0.66)
All	70% (0)	79.17% (0)



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