

Women's Economic Security in Miami-Dade

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Presentation to the

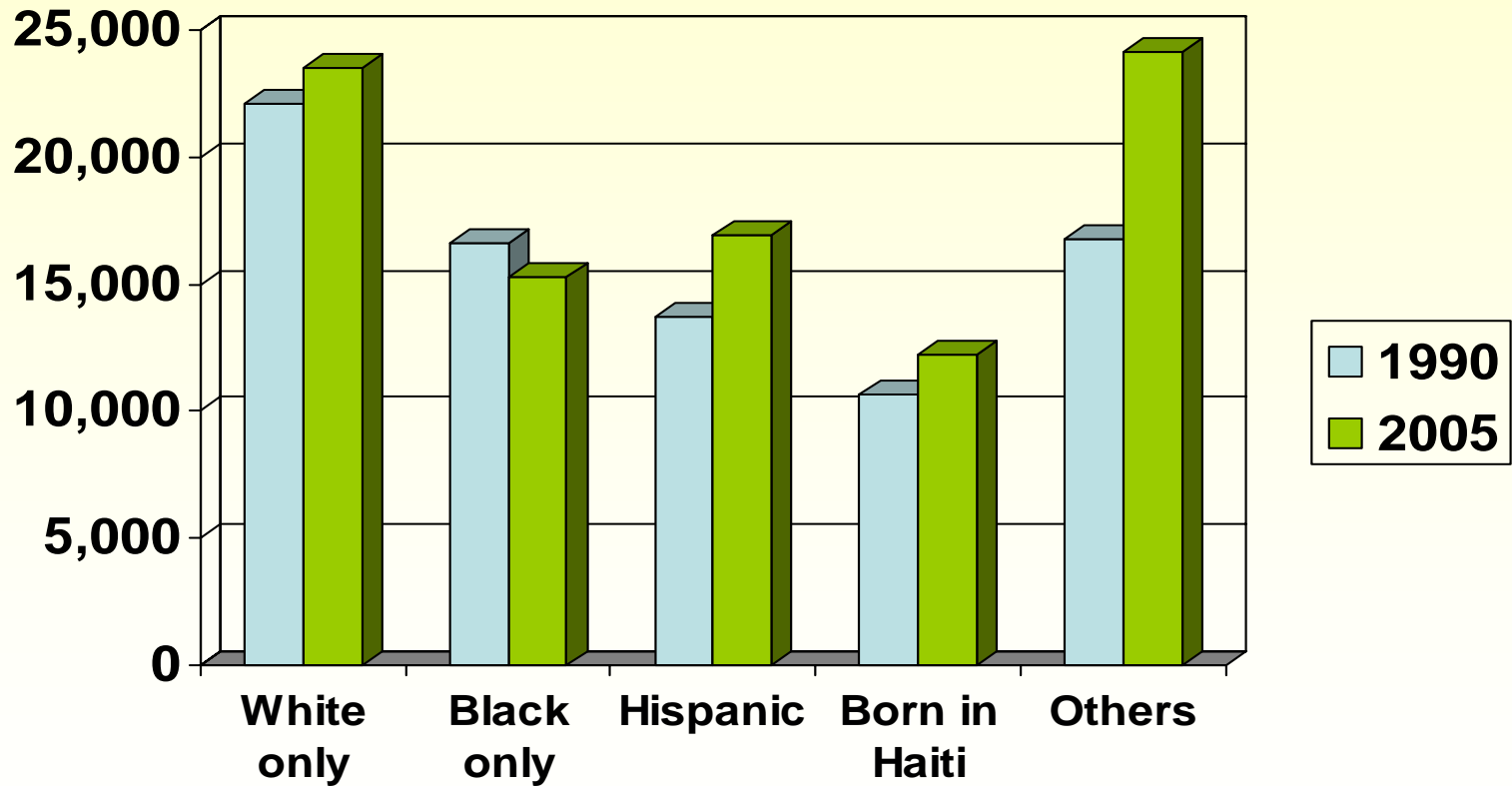
Miami Women's Summit 2007

Women's economic security is at risk from...

- Wage inequality
- Low wages
- Part-time employment
- Lack of benefits
- Unaffordable housing

Median wages for women by race/ethnicity in Miami-Dade

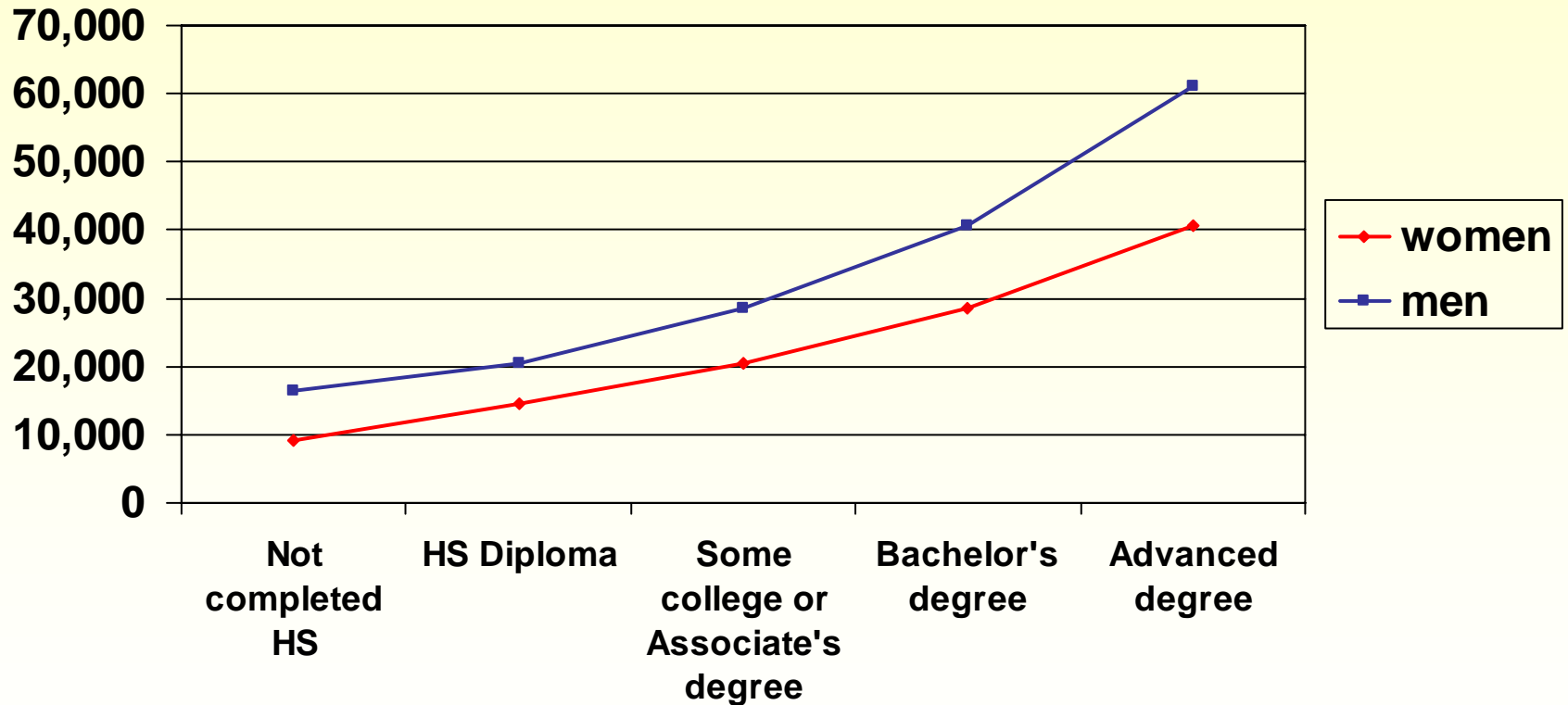
(In 2004 dollars)



Source: U.S. Census 1990 and American Community Survey 2005

Median wages in 2005 by educational attainment for women and men in Miami-Dade

(In 2004 dollars)

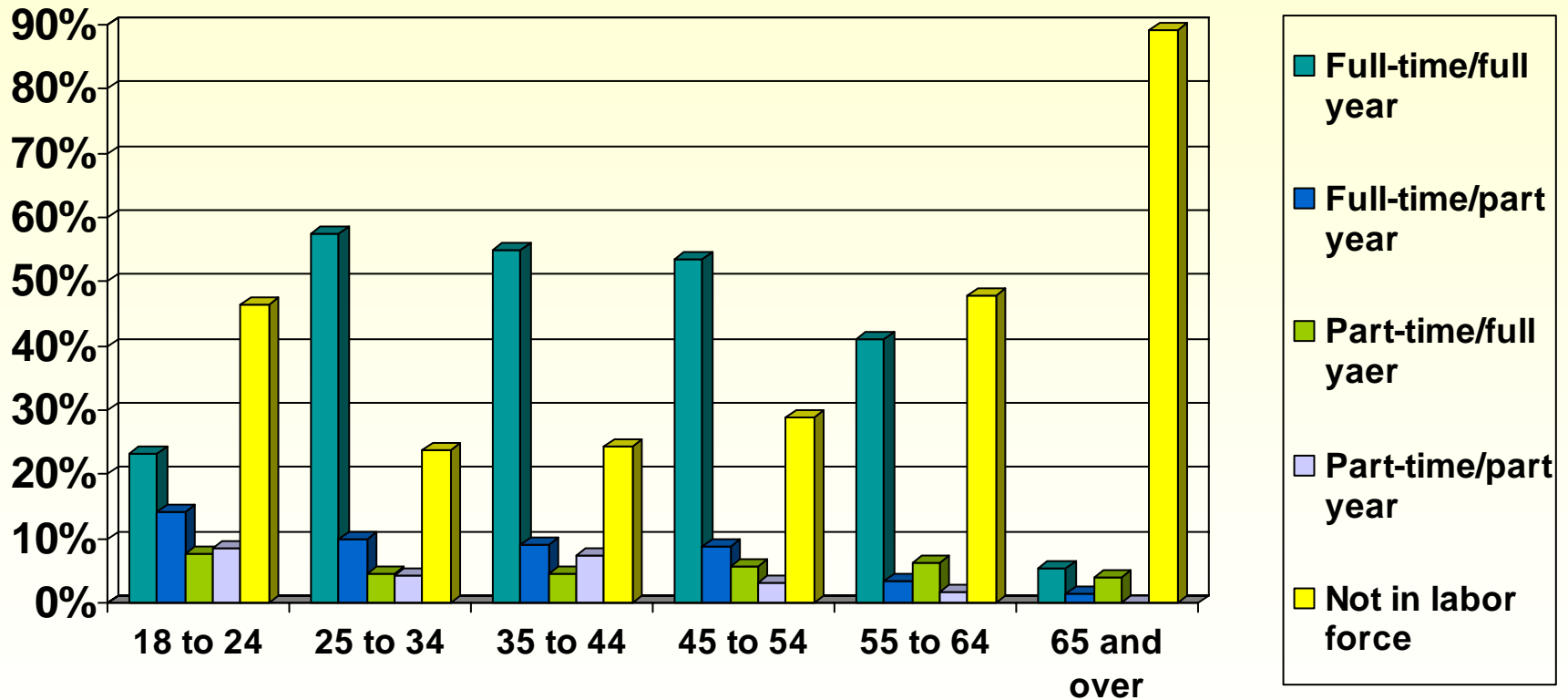


Source: American Community Survey 2005

Occupations and Wages

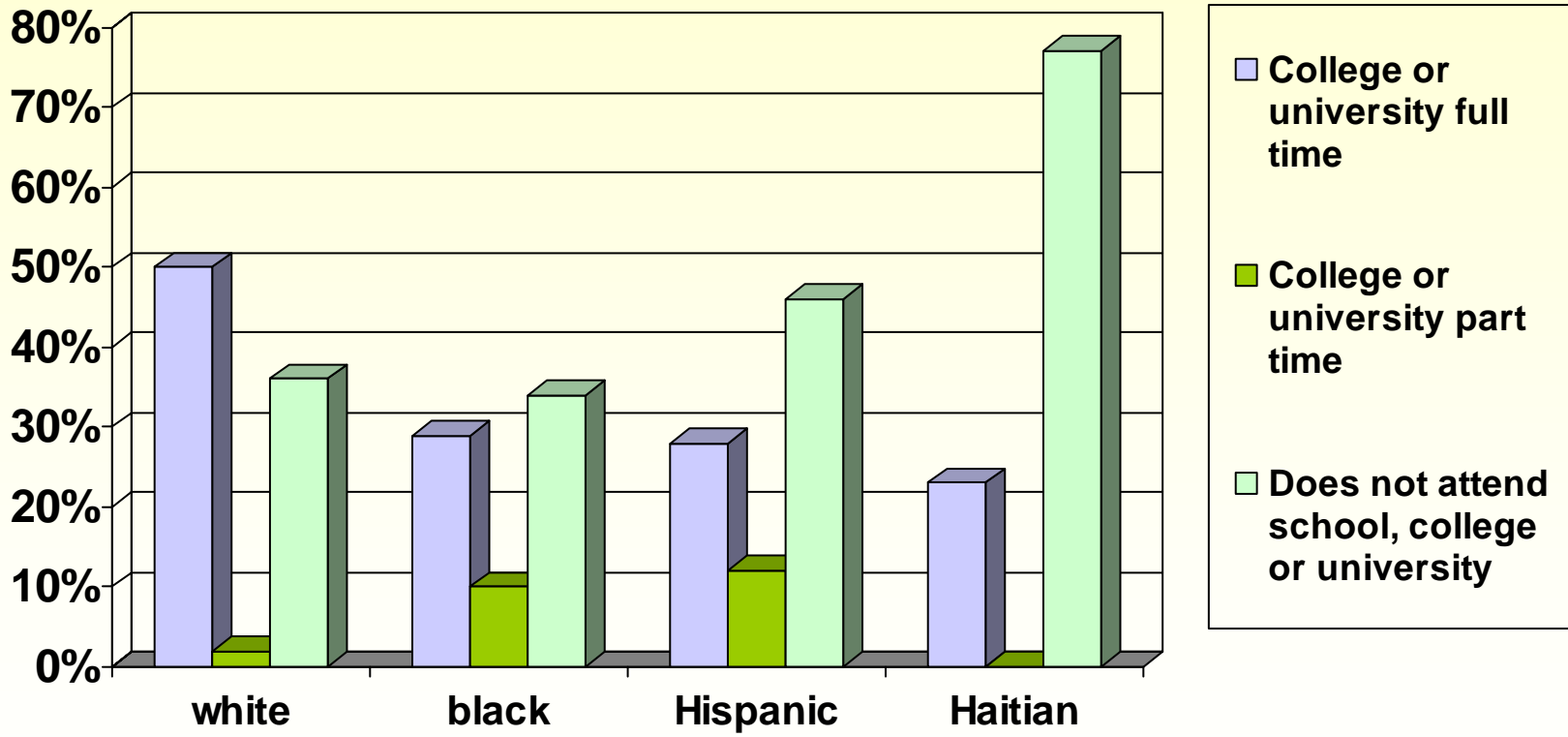
- **Top occupations for women:** office and administrative support (22%) and sales (15%)
- **For Haitian women:** building and grounds cleaning (17.5%) and healthcare support (15%).
- **Top paying occupations:** legal (\$39,687) and management (\$36,058)
- **Greatest parity:** office and administrative (99%) and healthcare support (93%)

Women's work schedule by age group



Source: Current Population Survey 2001-2005

College or university attendance among 18 to 24 year old women

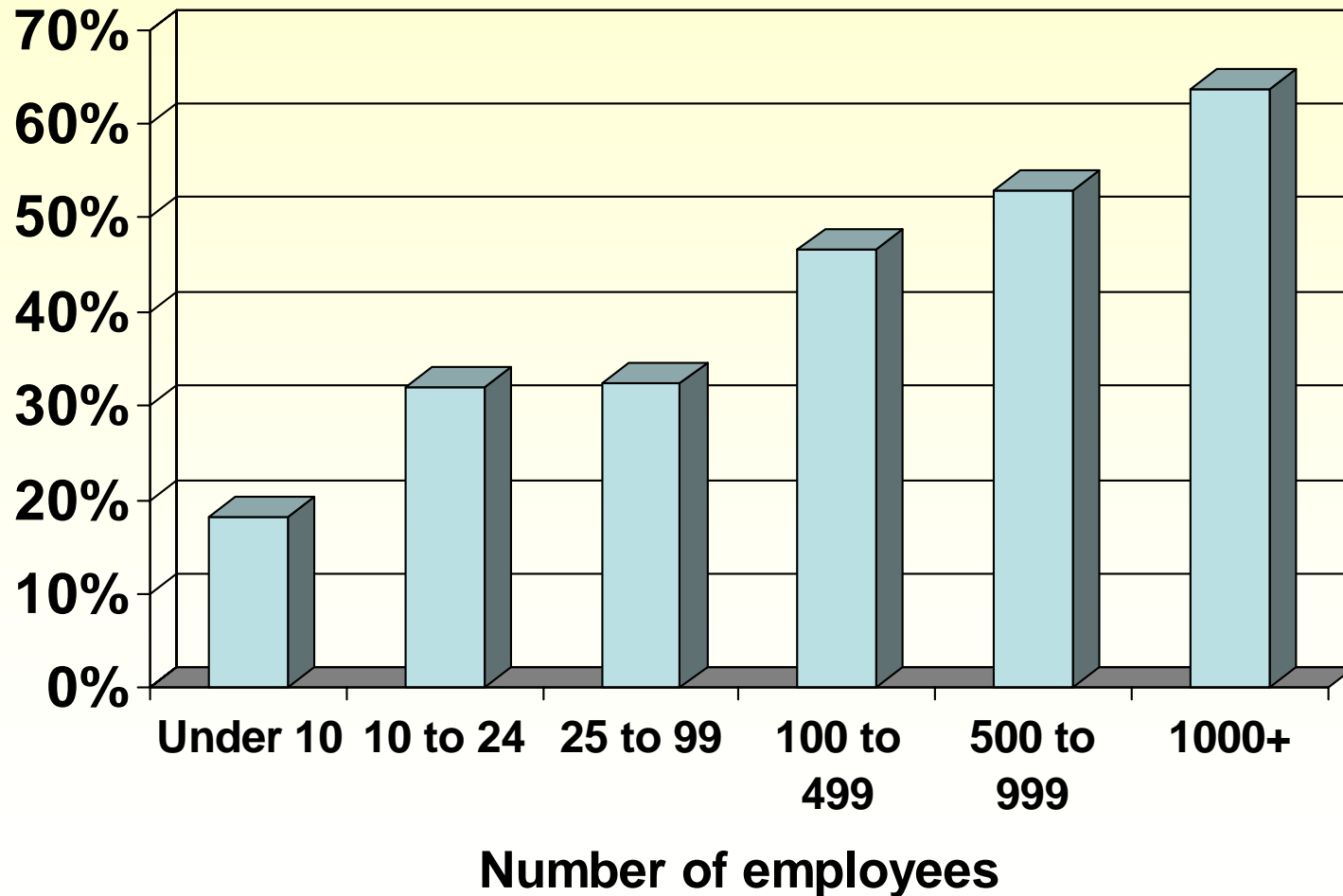


Source: Current Population Survey 2001- 2005

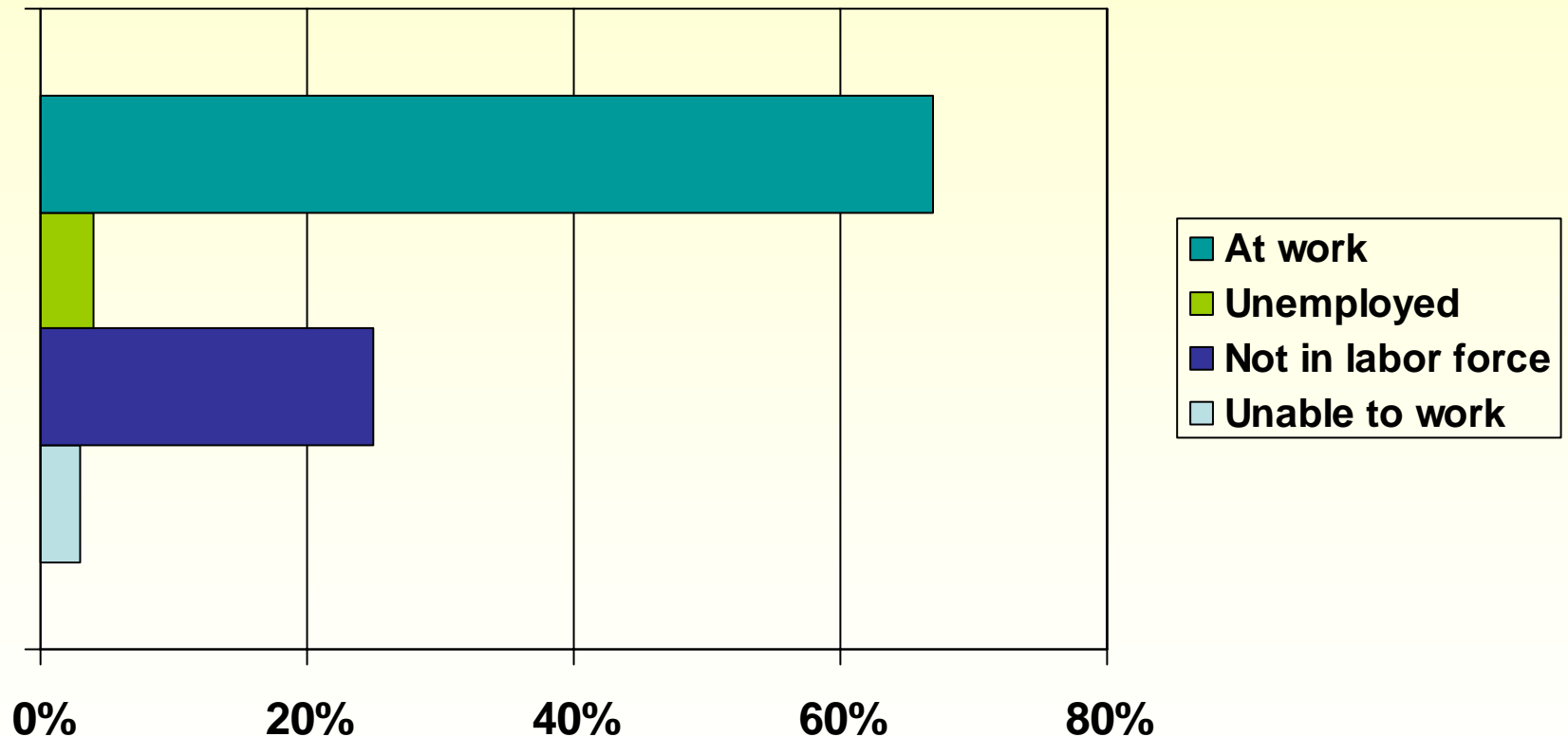
Job Benefits

- 26% have a retirement or pension plan.
- Less than half have employer healthcare coverage.
- 54% have paid sick leave.
- 8% are union members.

Employer health coverage by firm size

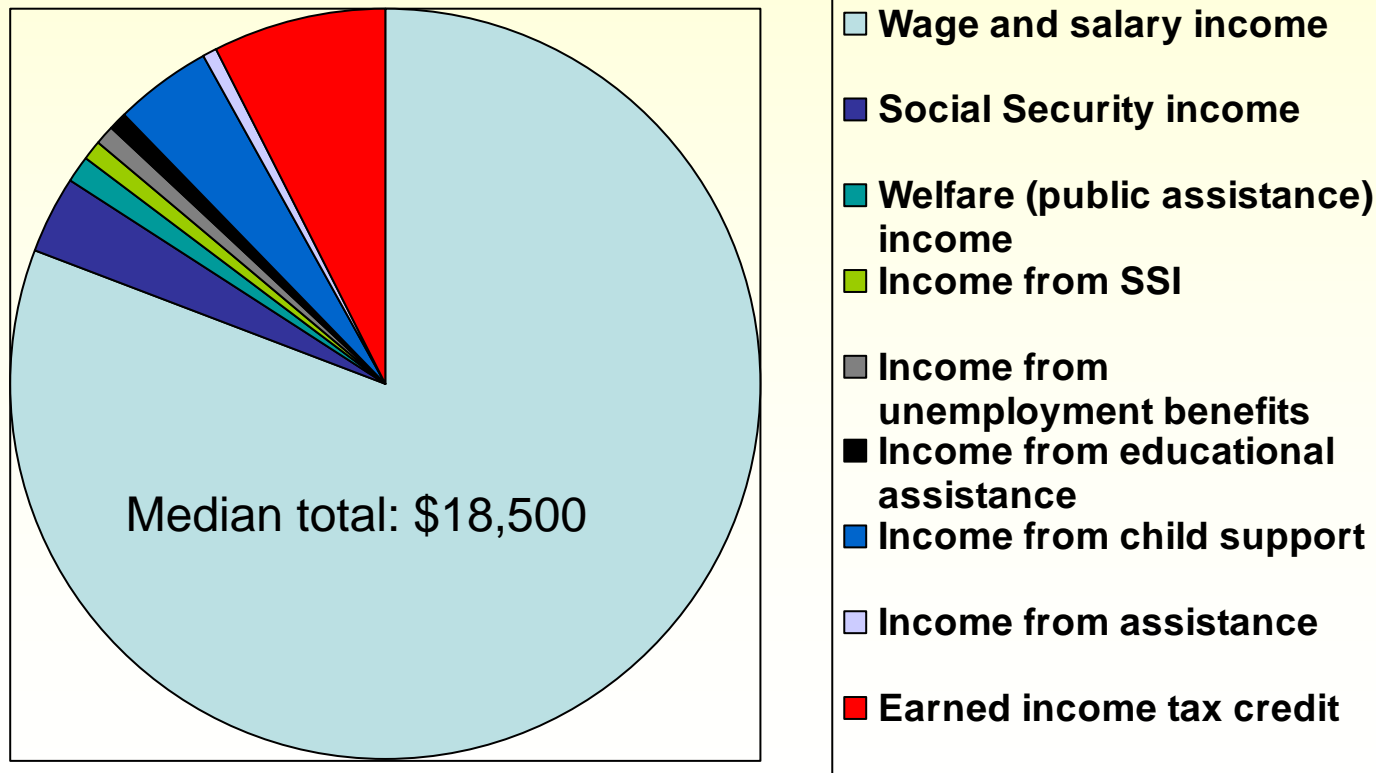


Single mothers in the workforce



Single-female headed families

Sources of income



Single-female headed families – Sources of income

Income source	Amount
Wage and salary income from primary job	\$16,564
Earned income tax credit	\$1,506
Income from child support	\$849
Social Security income	\$631
Value of food stamps	\$454
Earnings from other work	\$293
Welfare (public assistance) income	\$268
Income from educational assistance	\$197
Income from unemployment benefits	\$170
Income from SSI	\$149
Income from other assistance	\$125

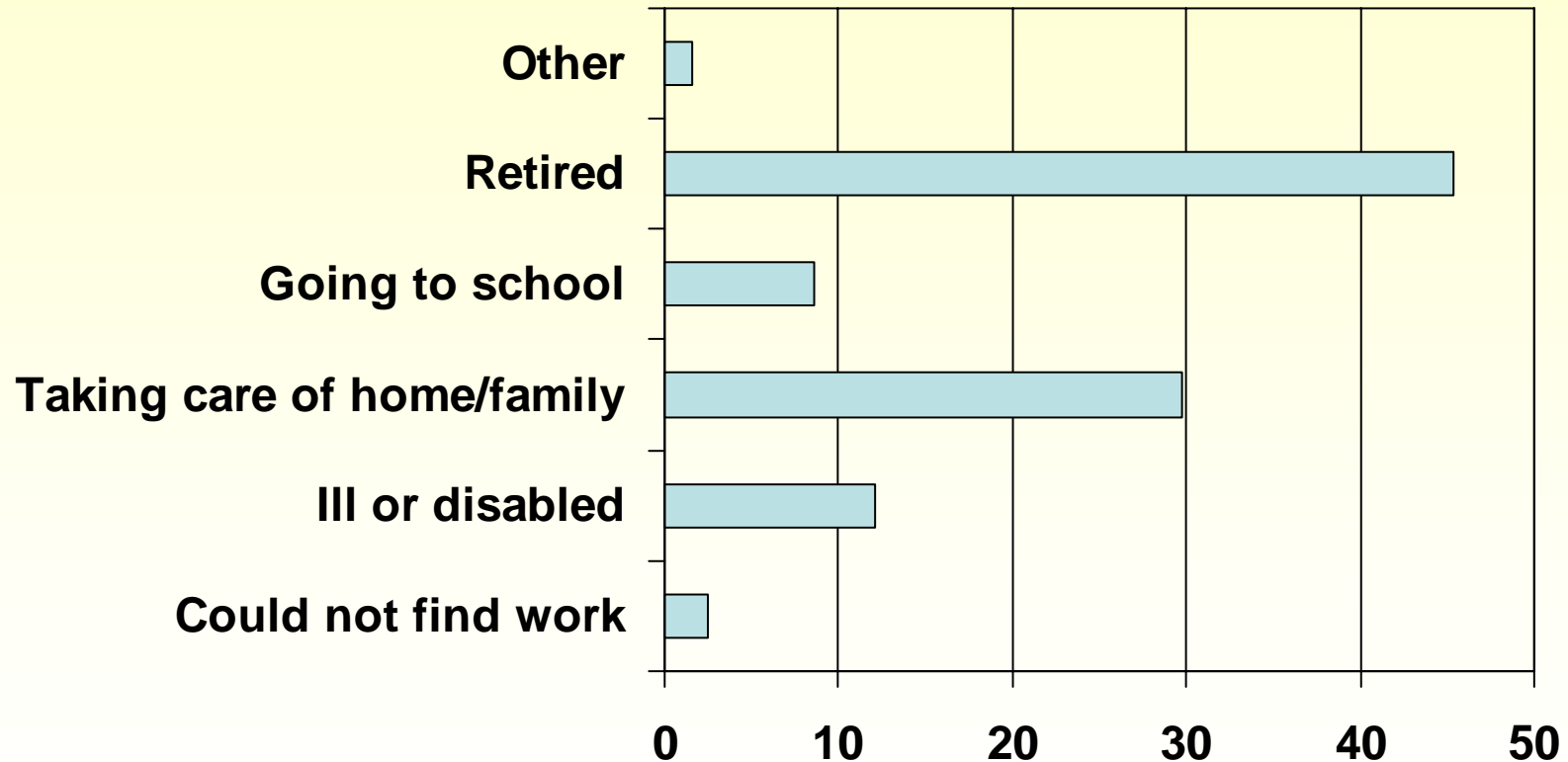
Housing is tough

- 34% own their home
- 8% live in public housing
- 7% of renters receive government subsidy
- The average single female spends 42% of her income on rent in Miami-Dade.

Income level	Avg. monthly housing cost (renters)	Percent of income
Less than \$15,000	\$624	85%
Less than \$25,000	\$777	47%
Less than \$35,000	\$945	35%
Less than \$45,000	\$957	28%
Less than \$55,000	\$1040	25%
Less than \$65,000	\$998	20%
More than \$65,000	\$1246	16%

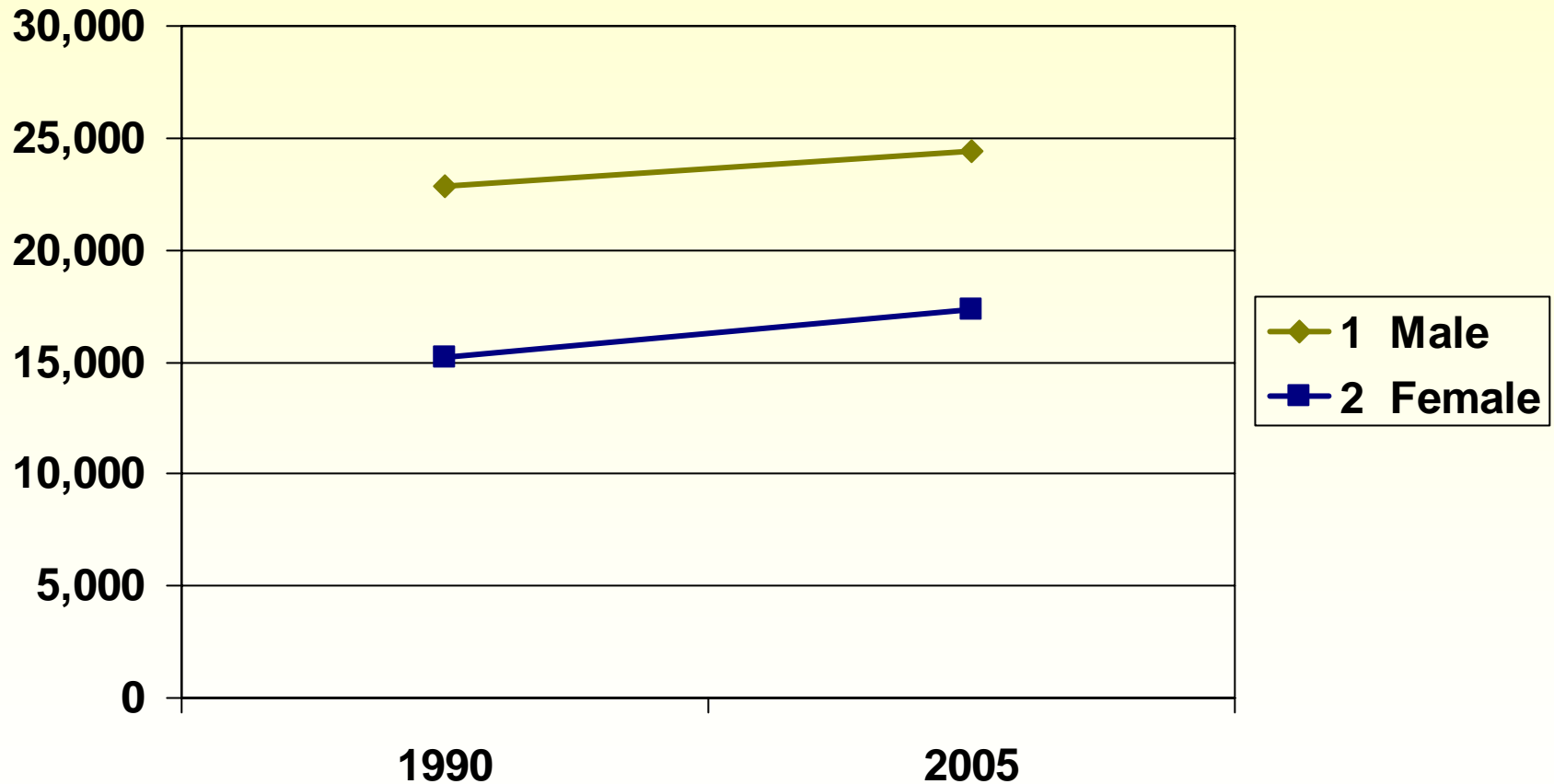
Extra Slides

Reasons for not working



Median Wages for women and men in Miami-Dade

(In 2004 dollars)



Top employing occupations for women in Miami-Dade

Occupation	White	Black	Hispanic	Haitian	Other
Office and Administrative Support Occupations	1	1	1	8	1
Sales Occupations	2	2	2	3	3
Education, Training and Library Occupations	3	3	7	12	4
Management Occupations	4	11	4	10	6
Healthcare, Practitioners, and Technical Occupations	5	4	9	6	2
Arts, Design, Entertainment, Sports and Media	6	16	14	17	8
Personal care and Services Occupations	7	6	6	7	7
Food Preparation and Serving Occupations	8	7	5	4	5
Legal Occupations	9	14	13	19	11
Business Operations Specialists Occupations	10	15	17	18	9
Financial Specialists Occupations	11	17	12	15	12
Community and Social Services Occupations	12	12	15	13	18
Healthcare Support Occupations	13	5	10	2	14
Computer and Mathematical Occupations	14	18	18	20	13
Production Occupations	15	13	8	5	16
Building and Grounds Cleaning and Maintenance	16	9	3	1	10

Source: American Community Survey 2001- 2005

Occupation	White	Black	Hispanic	Haiti	Others	Median wage 2000
Legal Occupations	3.7%	1.2%	1.8%		2.5%	39,687
Computer and Mathematical Occupations	1.3%	0.5%	0.8%		2.3%	39,687
Management Occupations	11.2%	4.0%	6.3%	2.1%	6.3%	36,058
Architecture and Engineering Occupations	0.5%	0.2%	0.5%			35,378
Healthcare, Practitioners, and Technical	7.6%	8.6%	4.0%	8.7%	16.0%	34,017
Community and Social Services Occupations	2.1%	1.9%	1.3%	0.9%		27,214
Education, Training and Library Occupations	13.0%	8.8%	5.3%	1.4%	7.4%	25,059
Life, Physical and Social Science	0.6%	0.4%	0.7%			24,152
Arts, Entertainment, Sports and Media	4.4%	0.6%	1.7%	0.2%	5.5%	22,678
Office and Administrative Support	20.9%	18.6%	24.6%	6.3%	24.9%	19,276
Protective Services Occupations	1.1%	5.6%	1.1%	2.7%		18,142
Healthcare Support Occupations	1.4%	8.3%	3.2%	15.1%	1.8%	15,875
Construction Trades	0.4%	0.1%	0.4%	0.7%		12,473
Sales Occupations	14.1%	12.0%	16.5%	10.1%	10.2%	11,339
Transportation and Material Moving	1.0%	4.4%	2.4%	1.6%	1.1%	11,226
Production Occupations	1.2%	1.7%	4.8%	8.8%	0.5%	10,205
Personal care and Services Occupations	3.9%	6.4%	5.4%	6.5%	6.2%	9,071
Food Preparation and Serving Occupations	3.7%	6.3%	5.7%	10.1%	6.3%	8,958
Building/Grounds Cleaning and Maintenance	1.1%	4.5%	7.7%	17.5%	2.7%	8,958
Farming, Fishing and Forestry Occupations	0.1%	0.3%	0.4%	0.3%		4,536
Business Operations Specialists Occupations	2.8%	1.2%	0.9%	0.2%	3.3%	
Financial Specialists Occupations	2.8%	0.6%	2.3%	0.4%	2.4%	

Median wage by occupation for women in Miami-Dade

	2000 Median Wage	Women/Men
Legal Occupations	\$39,687	50%
Management Occupations	\$36,058	76%
Healthcare, Practitioners, and Technical	\$34,017	76%
Business and Financial Operations	\$29,481	77%
Education, Training and Library Occupations	\$25,059	74%
Arts, Entertainment, Sports and Media	\$22,678	69%
Office and Administrative Support	\$19,276	99%
Protective Services Occupations	\$18,142	75%
Healthcare Support Occupations	\$15,875	93%
Sales Occupations	\$11,339	50%
Transportation and Material Moving	\$11,226	58%
Production Occupations	\$10,205	53%
Personal care and Services Occupations	\$9,071	57%
Building and Grounds Cleaning and Maintenance	\$8,958	66%
Food Preparation and Serving Occupations	\$8,958	72%
Total	\$17,317	71%

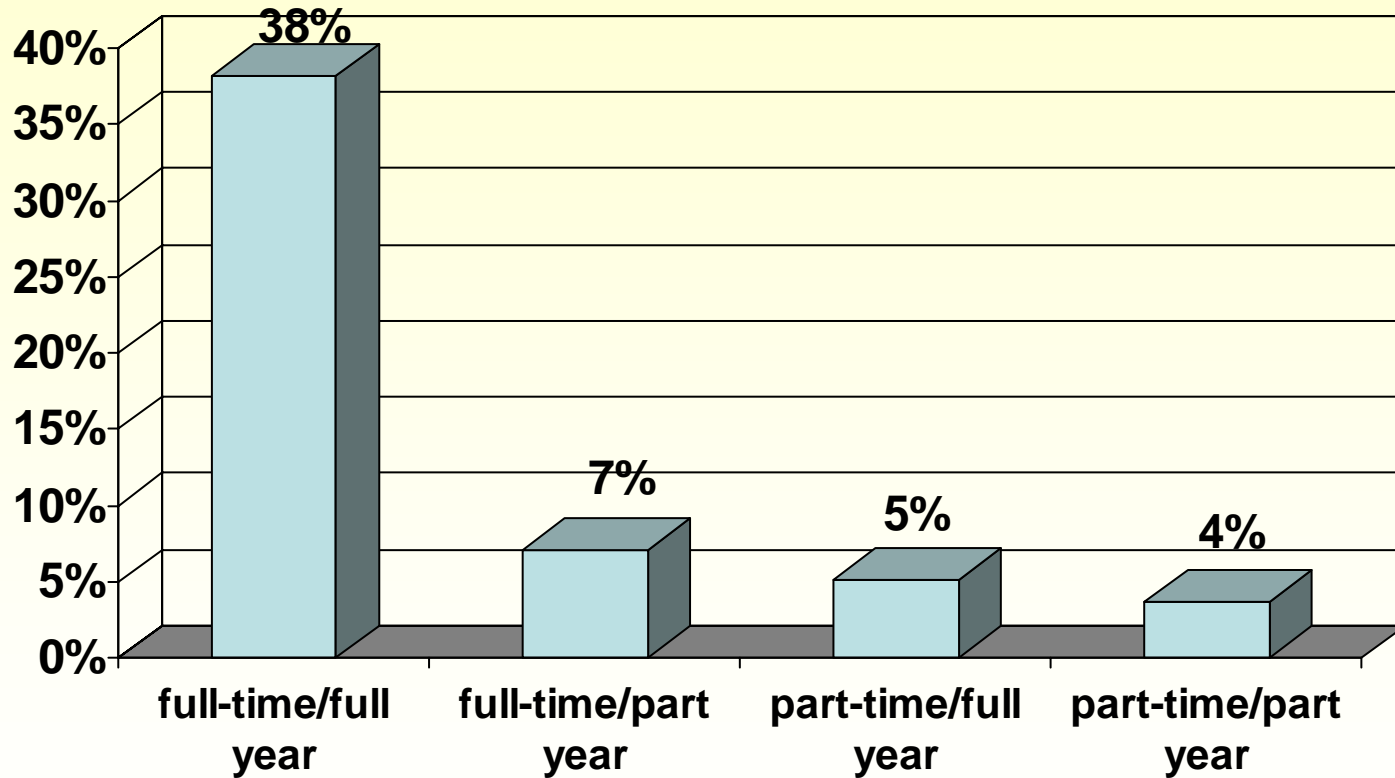
Source: U.S. Census 2000

Best paying occupations for women in Miami-Dade

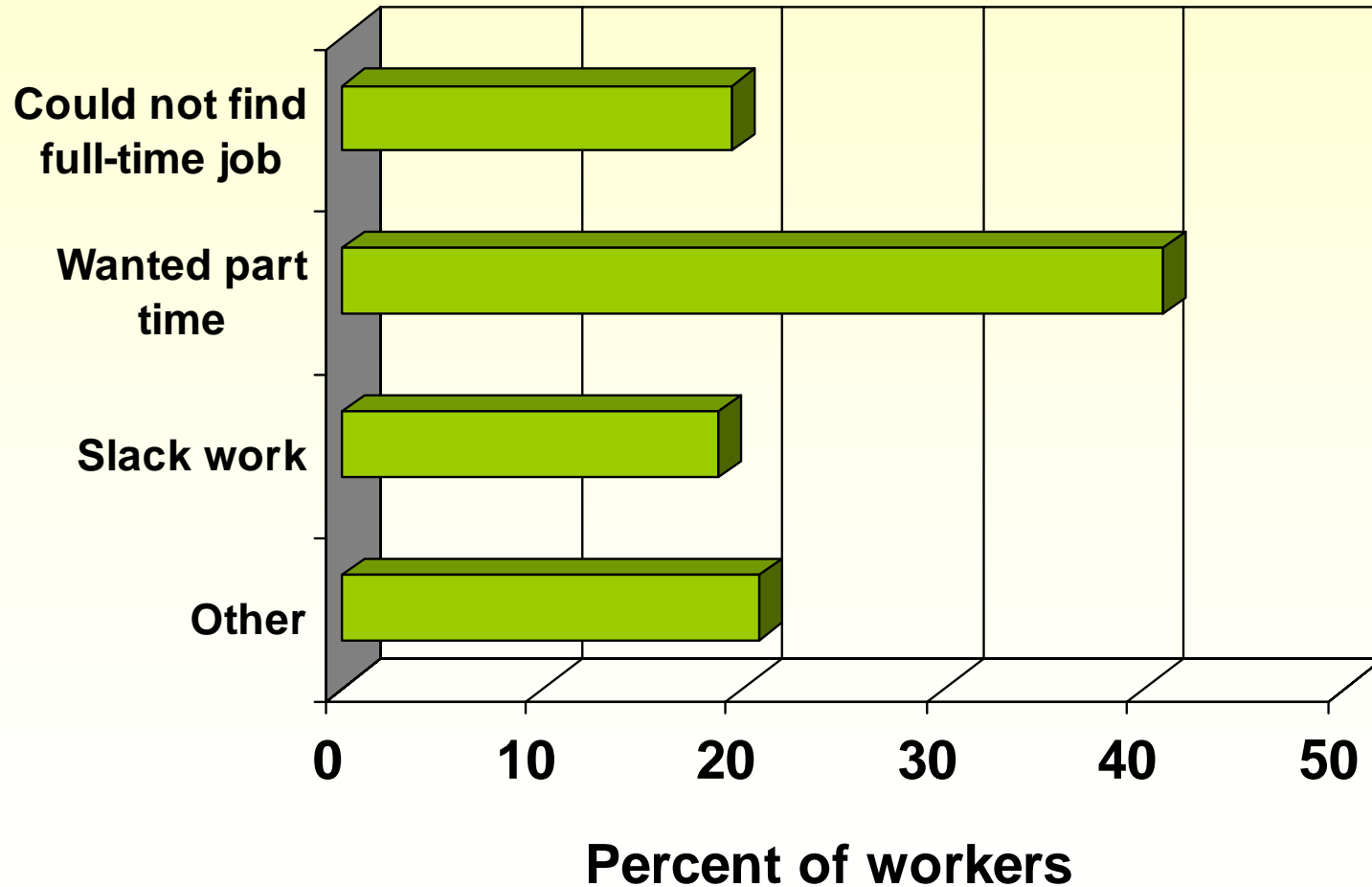
Occupation	White	Black	Hispanic	Haitian	Others
1. Legal Occupations	3.7%	1.2%	1.8%		2.5%
2. Computer and Mathematical	1.3%	0.5%	0.8%		2.3%
3. Management Occupations	11.2%	4.0%	6.3%	2.1%	6.3%
4. Architecture and Engineering Occupations	0.5%	0.2%	0.5%		
5. Healthcare, Practitioners, and Technical	7.6%	8.6%	4.0%	8.7%	16.0%
6. Community and Social Services	2.1%	1.9%	1.3%	0.9%	
7. Education, Training and Library	13.0%	8.8%	5.3%	1.4%	7.4%
8. Life, Physical and Social Science	0.6%	0.4%	0.7%		
9. Arts, Entertainment, Sports and Media	4.4%	0.6%	1.7%	0.2%	5.5%
10. Installation Maintenance and Repair Workers	0.3%	0.2%	0.3%		
11. Office and Administrative Support	20.9%	18.6%	24.6%	6.3%	24.9%
12. Protective Services Occupations	1.1%	5.6%	1.1%	2.7%	

Percents in bold represent occupations in the top five for each racial/ethnic group

Women's work schedules



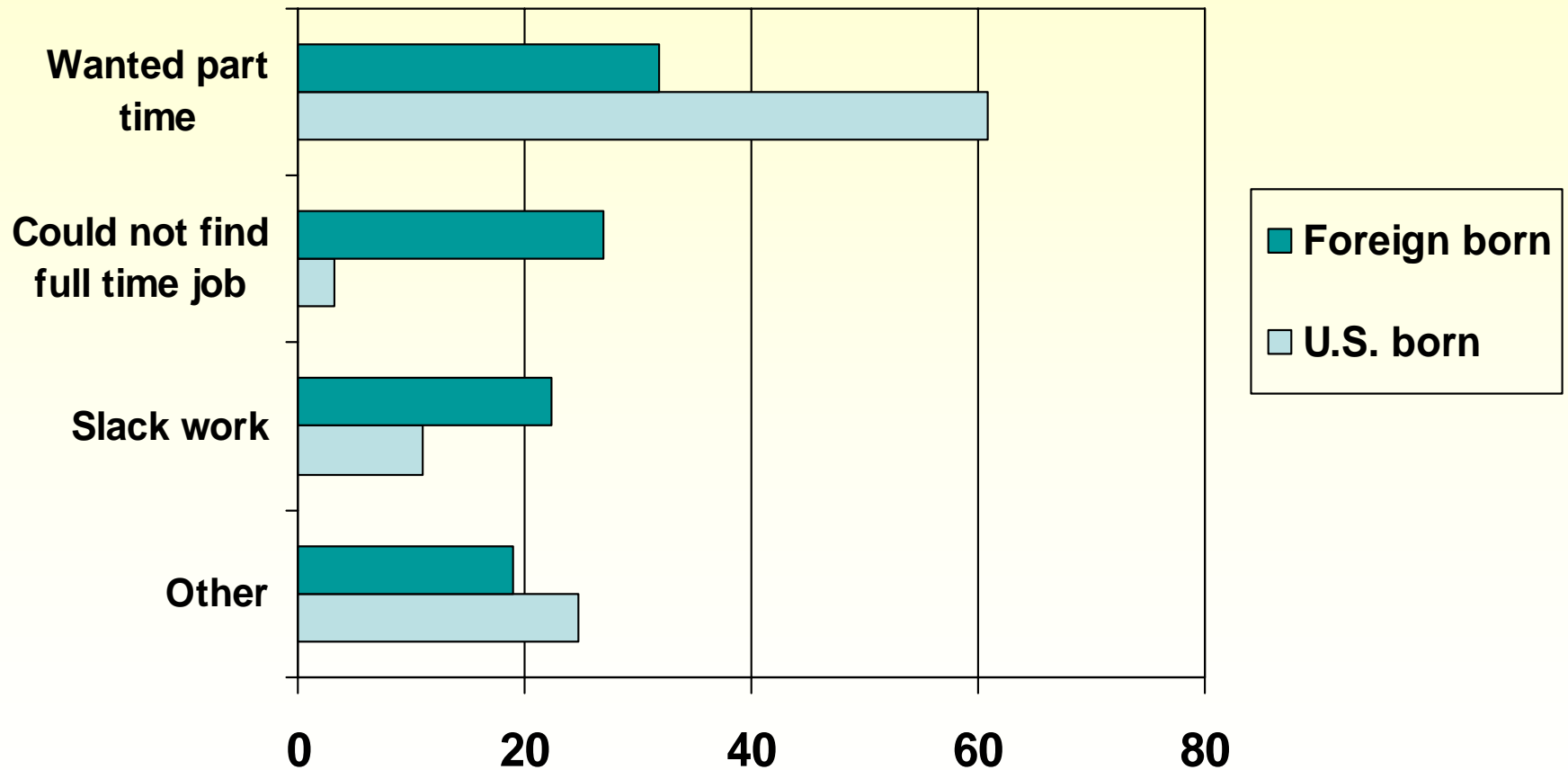
Reasons for working part-time



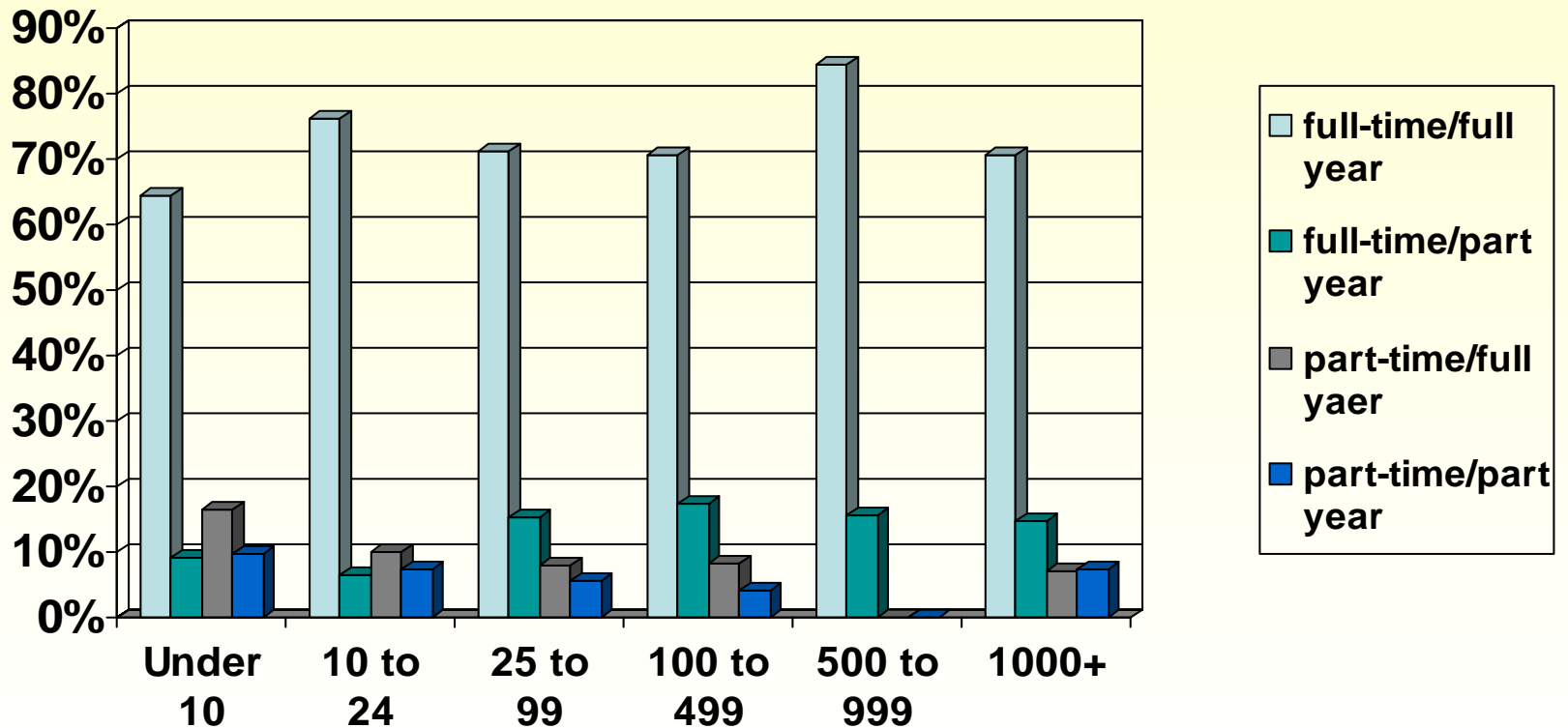
Top 10 part-time employing occupations

Occupation	Percent part-time
Building and grounds cleaning and maintenance	37%
Food preparation and serving	33%
Sales	22%
Personal care and service	20%
Education, training and library	19%
Legal	16%
Transportation and material moving	15%
Office and administrative support	14%
Healthcare practitioners and technical	14%
Healthcare support	13%

Reasons for working part-time by immigrant status



Work schedule by firm size

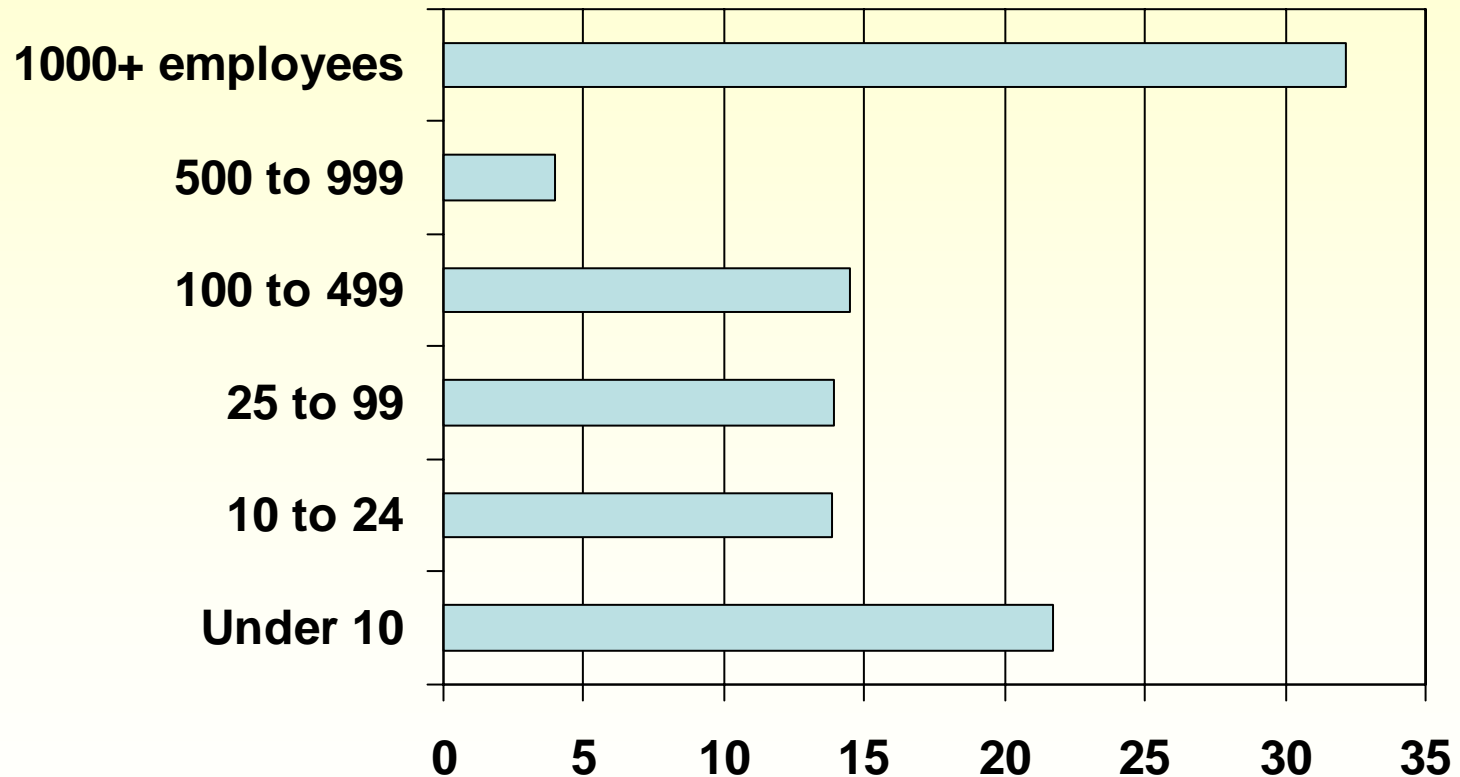


School attendance and work schedule, 18 to 24 year women

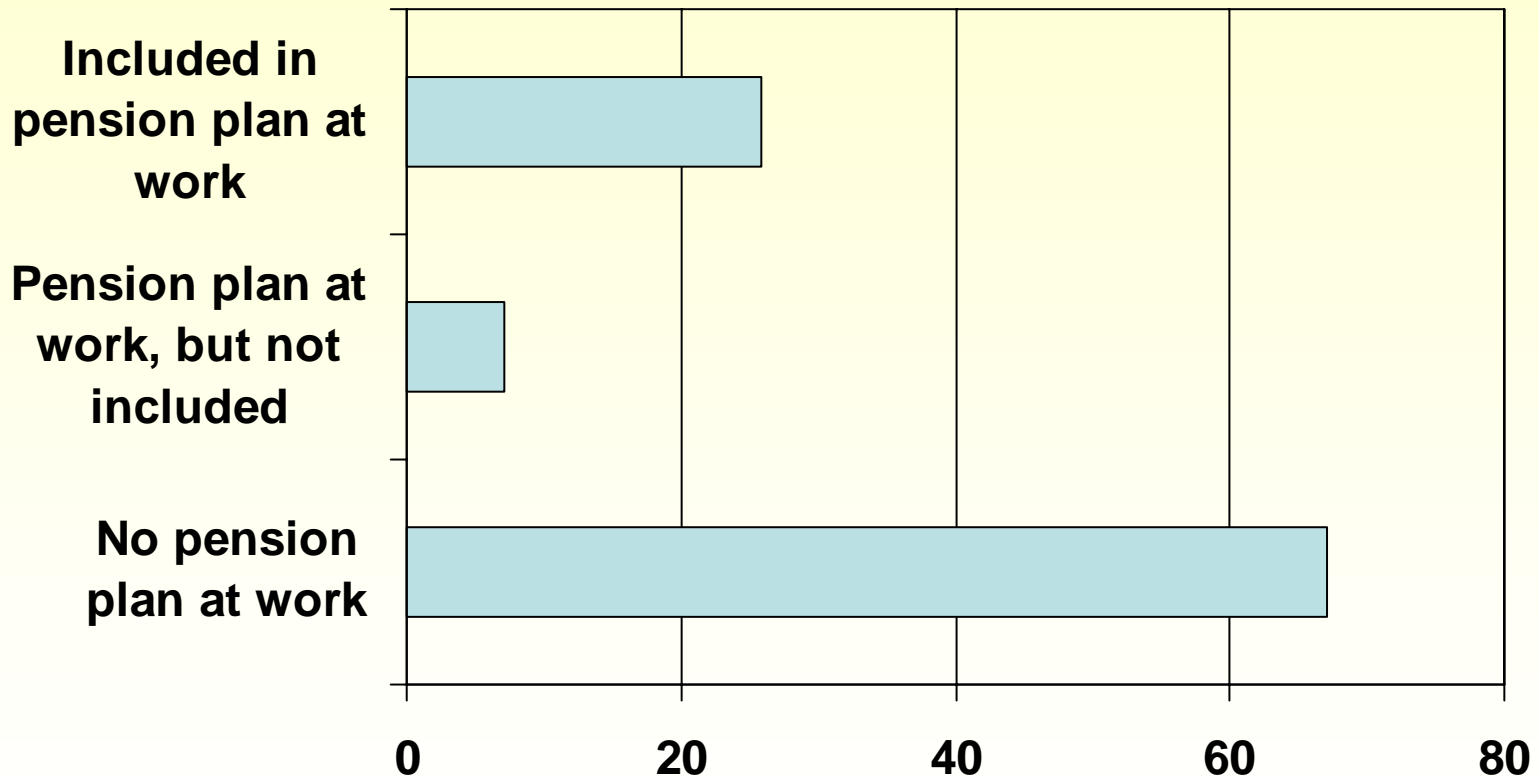
	High school full time	College or university full time	College or university part time	Does not attend school, college or university
full-time/full year	6%	12%	13%	41%
full-time/part year	3%	12%	30%	17%
part-time/full year	0%	13%	15%	5%
part-time/part year	11%	13%	14%	3%
Not working	81%	49%	28%	34%

Source: Current Population Survey 2001- 2005

Job Characteristics – Size of firm



Job Benefits – Retirement Plan

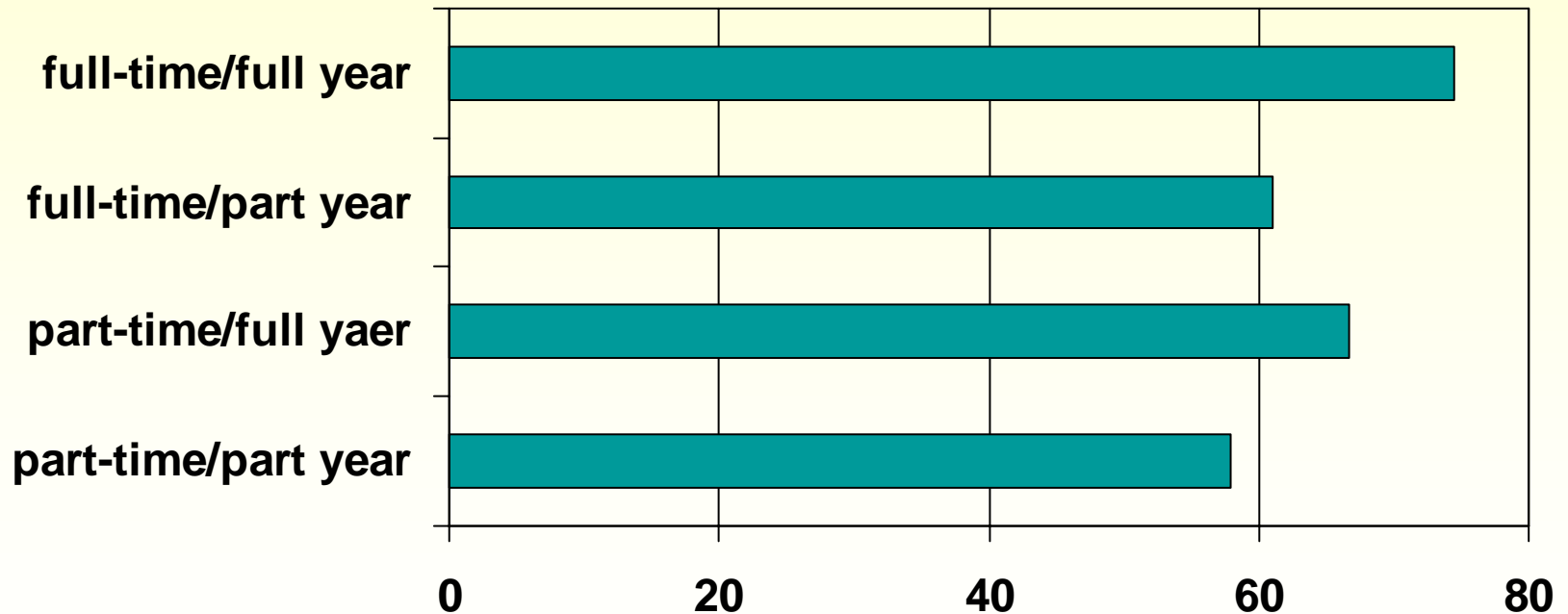


Top 10 occupations without retirement benefits

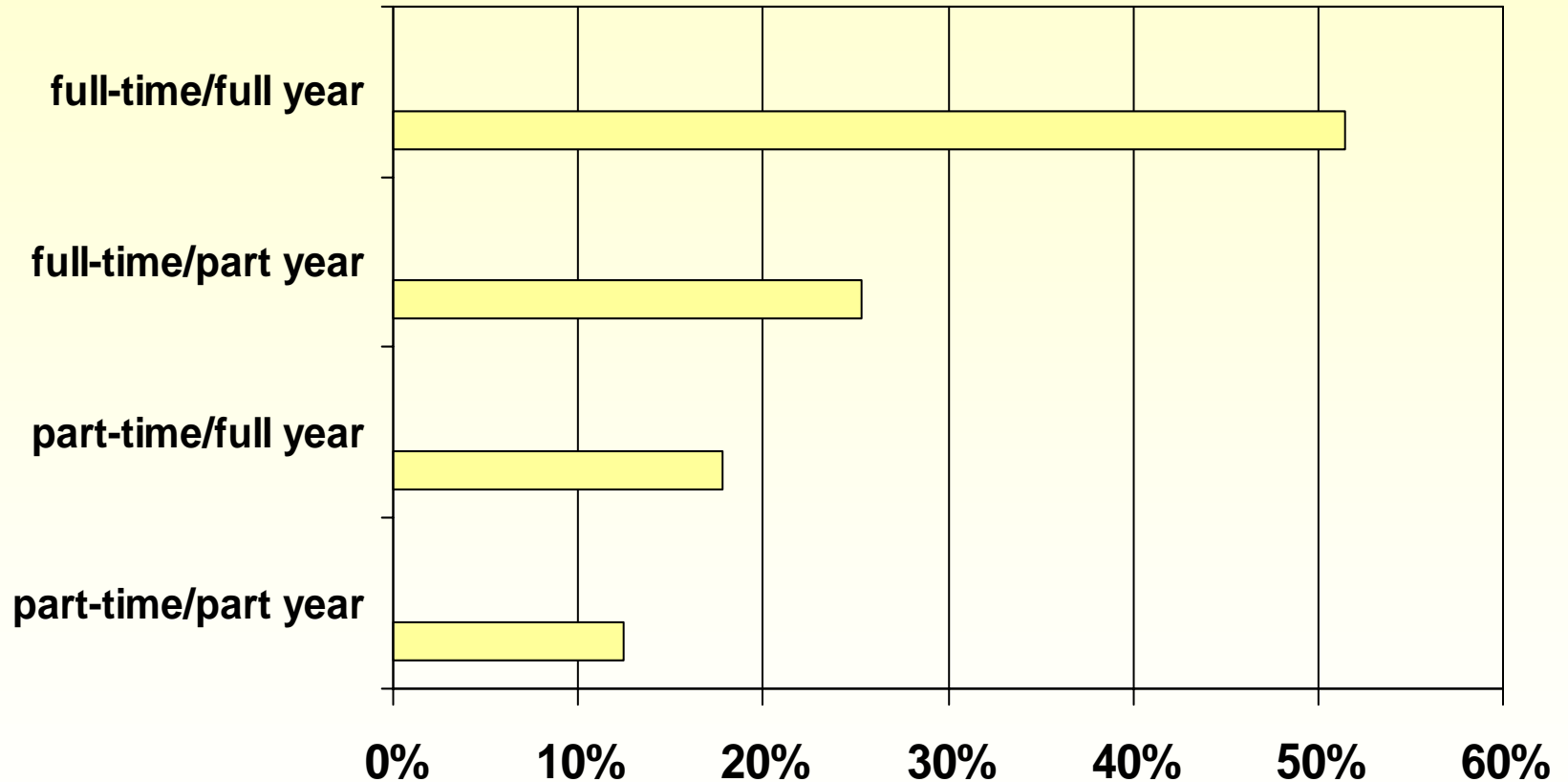
Occupation	Percent without retirement plan offered by employer
Building and grounds cleaning and maintenance	89.1%
Personal care and service	87.3%
Food preparation and serving	83.1%
Production	80.1%
Transportation and material moving	77.3%
Sales	76.5%
Healthcare support	74.7%
Farming, fishing, and forestry	70.4%
Installation, maintenance and repair	69.8%
Office and administrative support	61.8%

Job benefits– Health coverage

Percent with coverage



Job benefits – Employer health plan



Job benefits – health coverage by occupation

Occupation	Percent with coverage from own employer
Building and grounds cleaning and maintenance	14.7%
Personal care and service	20.5%
Food preparation and serving	22.4%
Healthcare support	27.9%
Transportation and material moving	32.1%
Farming, fishing, and forestry	33.2%
Production	34.6%
Sales	34.7%
Protective service	43.1%
Healthcare practitioners and technical	45.8%

Paid sick leave by industry in Florida

Industry	Percent without paid sick days
Total, All Industries	46.2%
Agriculture, Forestry, Fishing and Hunting	81.6%
Accommodation and Food Services	76.2%
Construction	70.7%
Other Services (Except Public Administration)	67.2%
Administrative and support and waste management	65.0%
Real Estate and Rental and Leasing	56.4%
Arts, Entertainment, and Recreation	55.7%
Retail Trade	49.4%
Professional, Scientific and Tech Services	39.6%
Manufacturing	37.9%
Transportation and Warehousing	36.4%
Educational Services	34.1%
Wholesale Trade	32.6%
Health Care and Social Assistance	31.8%

Job characteristics – Union coverage

