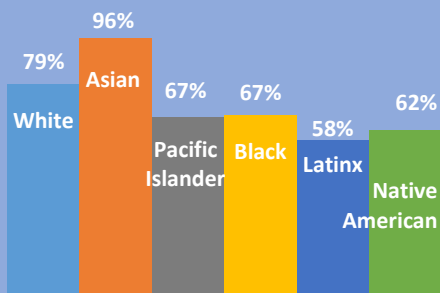


# WOMEN IN THE WORKFORCE FACTSHEET – UNITED STATES

## THE WAGE GAP

- Women make **82%** of men's annual earnings, for a wage gap of **18%**.<sup>1</sup>
- Women's median income is \$40,760, compared to men's at \$50,856.<sup>2</sup>

### Women's Earnings Compared to White Men's



Source: United States Census, 2017.

- Over a lifetime, women lose up to: **\$700,000** for a high school graduate, **\$1.2 million** for a college graduate, & **\$2 million** for professional school graduate due to the wage gap.<sup>3</sup>
- Single mothers make **71%** of single fathers' annual earnings.<sup>4</sup>

## LGBTQ+

- 26 states** have **no** employment, housing, or public accommodation laws that protect against sexual orientation or gender identity discrimination.<sup>12</sup>
- Women in same-sex relationships earn **81% of men** in same-sex relationships.<sup>13</sup>
- 42% of LGBTQ people** report experiencing employment discrimination.<sup>14</sup>
- 26% of transgender people** suffer from job loss because of bias and over **90%** experience workplace discrimination or mistreatment.<sup>15</sup>
- Transgender individuals are **3 times more likely** to be unemployed than their cisgender peers.<sup>16</sup>

## WORKING CAREGIVERS

- Mothers are the sole or primary breadwinner in **41% of families**.<sup>17</sup>
- 71% of mothers** with children under 18 are employed; **63% of mothers** with children under the age of 3 are employed.<sup>18</sup>
- The US is one of only 8 countries in the world that **does not have** paid maternity leave.<sup>19</sup>
- Just **16%** of workers had access to paid family leave in 2017 and **73%** of the workforce had access to paid sick leave.<sup>20</sup>
- 47% of working caregivers** report an increase in caregiving expenses caused them to use up all or most of their savings.<sup>21</sup>
- Women who are family caregivers are **2.5 times more likely** to live in poverty than non-caregivers.<sup>22</sup>

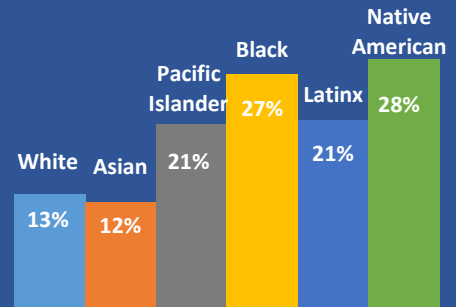
## EMPLOYMENT

- Women make up **47%** of the US workforce, employing **57%** of all US women.<sup>5</sup>
- 75%** of employed women work **full-time**.<sup>6</sup>
- Over **5 times** as many women as men work in jobs with poverty-level wages.<sup>7</sup>
- Women are **6 out of 10** minimum wage workers and **2/3** of tipped workers.<sup>8</sup>
- Top three** female-dominated industries:<sup>9</sup>
  1. Education and health care (74%)
  2. Finance, insurance, and real estate (54%)
  3. Arts, entertainment, and recreation (51%)
- Women hold **18% of corporate board seats**, an increase of 16% from 2017 to 2018.<sup>10</sup>
- Women make up **41% of self-employed workers**.<sup>11</sup>

## POVERTY

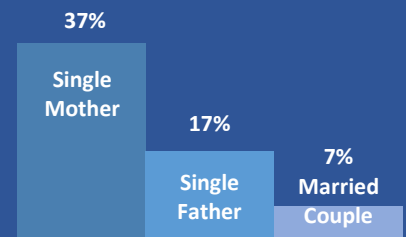
- Women are **38% more likely** to live in poverty than men.<sup>23</sup>

### Women in Poverty by Race



Source: United States Census, 2017.

### Poverty Rate by Family Type



Source: United States Census, 2017.

## HARASSMENT

- 81%** of women report having experienced some sort of sexual harassment and/or sexual assault in their lifetime, compared to 43% of men.<sup>24</sup>
- 38%** of sexual harassment of women takes place in the workplace.<sup>25</sup>
- In 2018, **13,055 sex-based harassment** charges were filed with the Equal Employment Opportunity Commission (EEOC).<sup>26</sup>

#MeToo

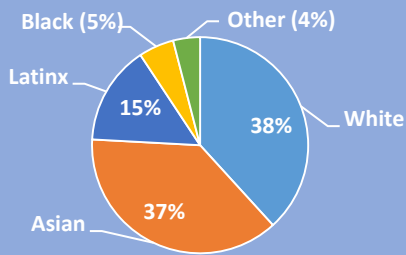
- Sexual harassment charges filed with the EEOC in 2018 **increased by 14%** from 2017 and harassment charges **increased by 24%**.<sup>28</sup>

# WOMEN IN THE WORKFORCE FACTSHEET – SAN FRANCISCO

## DEMOGRAPHICS

- Women make up **49%** of San Francisco's population.<sup>29</sup>
- Women are **47%** of the workforce, employing **76%** of all women.<sup>30</sup>

### San Francisco Women by Race



Source: United States Census, 2017.

- 37%** of women in San Francisco are foreign born.<sup>31</sup>
- 20%** of women are 18 and 29 years old.<sup>32</sup>
- The San Francisco median household income is **\$96,265 per year**.<sup>33</sup>

## AFFORDABILITY

- A single adult in San Francisco must earn **\$55,861 per year** and a family of four must earn **\$108,347 per year** to be self-sufficient.<sup>34</sup>
- 28%** of households live below the self-sufficiency standard.<sup>35</sup>
- An **hourly wage of \$60.96** is needed to afford a 2 bedroom apartment (spending no more than 30% of income on housing).<sup>36</sup>
- 31% of homeowners** and **39% of renters** spend more than 30% of income on monthly housing costs in San Francisco.<sup>37</sup>
- California has the **second highest housing costs** of all states following Hawaii.<sup>38</sup>

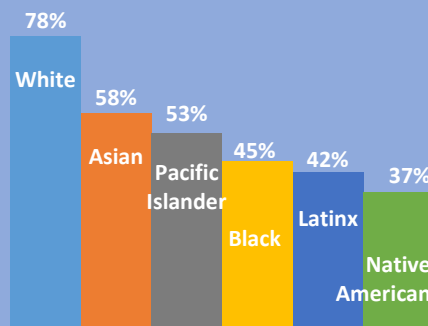
## EMPLOYMENT

- Women own **36%** of businesses.<sup>39</sup>
- Women hold **44%** of management positions.<sup>40</sup>
- 22% of board of director seats** are occupied by women, the highest of all counties in California.<sup>41</sup>
- 16%** of San Francisco companies have **no** female directors.<sup>42</sup>
- Top five** occupations employing women:<sup>43</sup>
  - Healthcare support (77%)
  - Personal care & service (71%)
  - Health practitioner & technical occupations (66%)
  - Education, training, & library occupations (66%)
  - Community & social services (64%)
- Bottom five** occupations employing women:<sup>44</sup>
  - Natural resources, construction, & maintenance (5%)
  - Transportation (14%)
  - Architecture & engineering (20%)
  - Computer & mathematical occupations (23%)
  - Law enforcement (24%)

## THE WAGE GAP

- Women earn **81%** of men's salaries, a difference of \$12,021 a year.<sup>45</sup>

### Women's Earnings Compared to White Men's

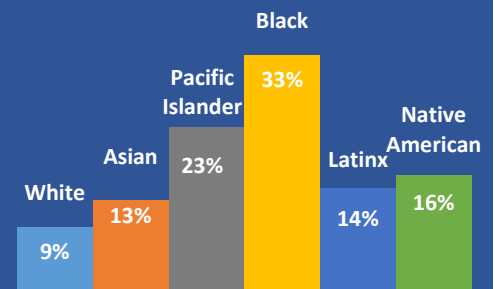


Source: United States Census, 2017.

## POVERTY

- 13%** of women live in poverty, compared to 11% of men.<sup>46</sup>
- 17% of single mothers** with children under age 18, live in poverty, compared to 4% of married-couple families.<sup>47</sup>
- 15% of women over 65** live below the poverty line, compared to 11% of men over 65.<sup>48</sup>

### Women in Poverty by Race



Source: United States Census, 2017.

## FAMILIES

- There are **168,738 families** living in San Francisco, making up **47% of all households**.<sup>49</sup>
- 27% of children** live in single-parent homes.<sup>50</sup>
- 17%** of all families are headed by **single mothers**.<sup>51</sup>
- The San Francisco Paid Parental Leave Ordinance **requires six weeks of fully paid parental leave** for parents to bond with a new child.<sup>52</sup>

## EDUCATION

- 86%** of women over 25 have graduated high school, compared to 89% of men.<sup>53</sup>
- 33%** of women over 25 hold bachelor's degrees and **22%** hold graduate or professional degrees.<sup>54</sup>
- San Francisco women with advanced degrees earn **73%** of men with the same education.<sup>55</sup>



SAN FRANCISCO  
DEPARTMENT ON THE  
STATUS OF WOMEN

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