



OFFICE OF THE COMMISSION AUDITOR
MIAMI-DADE BOARD OF COUNTY COMMISSIONERS



The Status of Women
in Miami-Dade County
2020



Jorge M. Pérez Metropolitan Center

The Status of Women in Miami-Dade County was prepared by the Florida International University Jorge M. Pérez Metropolitan Center, Florida's leading urban policy think tank and solutions center. Established in 1997, the Center provides economic development, strategic planning, community revitalization, and performance improvement services to public, private and non-profit organizations in South Florida.

Research Team

Maria Ilcheva, Ph.D., Principal Investigator
Camila Masson, M.P.A. Research Coordinator
Marilyn Escobar, Graduate Research Assistant
Helen Roldan, M.P.A. Research Coordinator



Miami-Dade County Office of the Commission Auditor – Report Review Team

Yinka Majekodunmi, CPA, Commission Auditor
Phillip G. Edwards, Esq.
Mireidy Fernandez, Ph.D.

Office of the Commission Auditor (OCA)

111 N.W. First Street, Suite 1030
Miami, FL 33128
(305) 375-4354

In 2015, the legislative Prime Sponsor Commissioner **Daniella Levine Cava**, and her seven Co-Sponsors - Commissioners **Bruno A. Barreiro**, **Audrey M. Edmonson**, **Sally A. Heyman**, **Barbara J. Jordan**, **Dennis C. Moss**, **Rebeca Sosa**, and **Xavier L. Suarez** - sponsored Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and education.

The report is funded by and prepared for both:

The Office of the Commission Auditor, Miami-Dade Board of County Commissioners

The Commission Auditor reports to the Board of County Commissioners on the fiscal operations of County departments and advises as to whether the fiscal and legislative policy directions of the Commission are being efficiently and effectively implemented.

The Miami-Dade County Commission for Women

The Commission for Women is an advisory board to the Board of County Commissioners, the County Administration and the public at large about issues pertaining to the status of women. The Commission for Women also advocates for the women in the community and strives to improve their quality of life.

This study prepared by the FIU Metropolitan Center as subject matter experts was substantially less detailed in scope than an audit in accordance with generally accepted auditing standards, the objective of which is that the Commission Auditor plan and perform the review to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objectives. Accordingly, the Commission Auditor does not express an opinion on the data gathered by the subject matter expert.

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EXECUTIVE SUMMARY

The 2020 report on the Status of Women in Miami-Dade County is the fourth annual report that tracks disparities between men and women, and progress toward closing the gender gap. The 2020 update shows that although modest improvements have been made since the publication of the first report in 2016, gender differences continue to persist in most areas of social and economic life. The report relies on the most current data available from various sources. The primary source is the U.S. Census Bureau’s American Community Survey (ACS) 2018 1-Year estimates. The analysis underlines that progress on gender equality needs to accelerate, and concerted efforts need to be made to address the persistent gaps. Understanding the causes of existing inequalities has been the subject of intense study across the United States, and it is not the intent of this report to review them. Rather, this report is driven by the mandate to continue to raise awareness of the areas in which inequalities exist, to focus attention and action in them.

The most crucial indicator of equality is income parity, as it is a fundamental measure of equal rights, responsibilities, and opportunities. To that end, this report puts the spotlight on measures of economic participation and opportunity among gender in Miami-Dade.

EDUCATIONAL ATTAINMENT AND EMPLOYMENT

One of the most influential factors in reducing general inequality has been access to education. An increasing number of women are obtaining college degrees overall, and specifically in typically male-dominated areas, some of which offer careers and opportunities leading to higher incomes. Significant progress has been made in that regard, and women are equal or surpass men in terms of graduation rates and college degree attainment. Female high school students in Miami-Dade continue to surpass male students in graduation rates and have lower dropout rates.¹ Miami-Dade County’s population has also made significant strides in college and university degree attainment.

In 2018, the percentage of Miami-Dade residents 25 years and over with a Bachelor’s degree or higher was 31.6%, an increase from 2017 (29.4%).² A slightly larger percentage of women have attained Bachelor’s degrees or higher than men. Table 1 shows that as the educational attainment of women continues to improve throughout the County, the pursuit of degrees in higher wage areas such as the Business and STEM fields continues to rise simultaneously and can help bridge the gender pay gap.

TABLE 1: EDUCATION AND EMPLOYMENT OVERVIEW

Category	Indicator	Female	Male	Gap Change
Education	College Graduation Rate	41.5%	40.1%	↑
	% bachelor’s degree or higher	31.6%	31.3%	↑
	Degree in Science, Engineering and Related Fields	38.5%	48.6%	↓
	Degree in Education	17.9%	6.2%	↑
	Degree in Business	23.8%	29.2%	↑
	Degree in Arts, Humanities and Other	19.8%	16.0%	↑
Employment	Labor Force Participation	57.9%	69.7%	↑
	Unemployment	4.7%	4.0%	↓
	Percent of Labor Force	47.4%	52.6%	↑
	Percent Working Full Time	67.7%	77.2%	↔

Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

¹ Florida’s PK-20 Education Information Portal, 2019. <https://edstats.fldoe.org>

² U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

College and higher educational attainment are also linked to the rising labor force participation and full-time employment of women in Miami-Dade County. According to the 2018 ACS 1-Year Estimates, from 2017 to 2018, there was a 3.0% increase in women's labor force participation and a 3.9% increase in the percent of women working full-time. However, the percentage of women who are full-time workers is still lower than the percentage of men, which may be related to women's household responsibilities and child-caring roles.

EARNINGS AND THE GENDER PAY GAP

The 2020 report on the *Status of Women in Miami-Dade County* continues to highlight the significant gaps in earnings between men and women. The analysis shows that men's overall median earnings are 19% higher than women's, and 11.3% higher for full-time workers. The earnings gap decreased from the 14.2% reported in the previous report. The most notable gap is for workers with a graduate degree. Men with a graduate degree or higher make 32% more than women with a graduate degree. It is also important to note that earnings for women with a graduate degree have remained stagnant and increased by only 1% since 2017.

From 2017 to 2018, women's earnings increased in some industries, but decreased in others. Women's earnings increased in the manufacturing, information and educational services sectors, but decreased in the public administration, transportation and real estate sectors. Women's earnings increased in most occupations, including computer and mathematical, legal and community and social service occupations, but decreased in a few of them – law enforcement, life, physical and social science, and construction occupations. The earnings gaps between men and women continues to remain significant with earnings gaps in management, business, and financial occupations (19.4% gap), sales and related occupations (25.1% gap), and in healthcare practitioners and technical occupations (22.2% gap).³

While women's earnings have increased in almost every category over the past year, large gender pay gaps still exist in Miami-Dade. The persistent disparities outlined in the report continue to provide evidence and impetus for action to address them. There is much work to be done to reduce disparity, which requires intentional changes in policies and practices from the private, nonprofit and government sectors. Collaboration between these actors is vital to addressing each of the issues outlined throughout this report. The report's intent is to continue to shed light on current conditions and to make the case for why action is needed.

After the publication of each annual report, the Miami-Dade County Commission for Women submits a follow-up report with recommendations to the Miami-Dade Board of County Commissioners. These Commission's report outlines a list of actions for Miami-Dade County, as well as other organizations – public, private and nonprofit – to focus on in their effort to improve conditions for women.⁴

³ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

⁴ CEDAW and the Status of Women in Miami-Dade County: Recommendations by the Miami-Dade County Commission for Women, December 6, 2016. <https://www.miamidade.gov/advocacy/library/2016-status-of-women-recommendations.pdf>

TABLE 2: ECONOMIC OVERVIEW

Category	Indicator	Female	Male	Gap	Gap Change
Income and Earnings	Poverty rate	17.6%	14.2%		
	Median Earnings for Full-Time Workers	\$34,598	\$38,991	11.3%	↓
	Earnings Increase, 2017-2018	5.1%	1.6%		
	Median Earnings with Bachelor's Degree	\$39,731	\$45,814	13.3%	↓
	Median Earnings with Graduate Degree	\$51,298	\$75,273	31.9%	↑
Industry Employment and Earnings	Percent of Gender in Educational Services, and Health and Social Assistance	69.5%	30.5%		
	Earnings in Educational Services, and Health and Social Assistance	\$40,602	\$46,768	13.2%	↓
	Percent of Gender in Professional, Scientific and Management Services	42.5%	57.5%		
	Earnings in Professional, Scientific and Management	\$40,811	\$41,618	1.9%	↓
	Percent of Gender in Retail Trade	46.2%	53.8%		
	Earnings in Retail Trade	\$30,412	\$32,438	6.3%	↓
	Percent of Gender in Finance, Insurance, Real Estate	49.9%	50.1%		
	Earnings in Finance, Insurance, Real Estate	\$50,514	\$55,237	8.6%	↑
	Percent of Gender in Accommodation and Food Services	47.4%	52.6%		
	Earnings in Accommodation and Food Services	\$22,463	\$27,145	17.3%	↔
Occupations and Earnings	Percent of Gender in Office and Admin. support occupations	67.3%	32.7%		
	Earnings in Office and Admin. support	\$32,110	\$36,473	12.0%	↑
	Percent of Gender in Management, business, and financial occupations	44.2%	55.8%		
	Earnings in Management, business, and financial occupations	\$56,829	\$70,463	19.4%	↑
	Percent of Gender in Sales and related occupations	47.1%	52.9%		
	Earnings in Sales and related occupations	\$30,382	\$40,579	25.1%	↓
	Percent of Gender in Education, legal, community service, arts, and media	64.1%	35.9%		
	Earnings in Education, legal, community service, arts, and media	\$45,140	\$51,410	12.2%	↓
	Percent of Gender in Healthcare practitioners and technical occupations	64.6%	35.4%		
	Earnings in Healthcare practitioners and technical occupations	\$51,292	\$65,894	22.2%	↑

Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

 Gap Increase
  Gap Decrease
  No Change

INTRODUCTION

August 26, 2020 commemorates the 100th anniversary of the women's right vote in America. During the past century, women in the United States have made significant strides in achieving equality in all aspects of life – political, economic and social. On January 15, 2020, the Virginia legislature voted to become the 38th State to ratify the Equal Rights Amendment. The Equal Rights Amendment states "equality of rights under the law shall not be denied or abridged by the United States or by any state on the account of sex."⁵ This amendment would provide women "with more protections and could be used to help set new laws concerning areas such as equal pay and gender discrimination." This is a monumental triumph for women throughout the country and can provide impetus in the movement for equal rights and eliminating gender-based discrimination. Although the gender pay gap has decreased significantly since the 1950s and 1960s, it remains sizeable.

In 2015, Commissioner Daniella Levine-Cava sponsored, and the Miami-Dade County Commission unanimously passed, Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and education. Starting in 2016, the Office of the Commission Auditor commissioned the Florida International University Metropolitan Center to produce an annual report on the status of women and girls in Miami-Dade County. The reports focused on economic development and education, but also included metrics on health and safety.

The 2016 Status of Women in Miami-Dade County report found that women in Miami-Dade are paid less than men at every level of education and across industries and occupations, making 0.87 cents to every dollar a man earns. At the observed rate of closing the gap, the Metropolitan Center research team estimated it would take more than three decades to eliminate earning disparities.⁶ Economic inequality was even more pronounced when race and ethnicity are taken into account. The 2019 report also found disparities across education, occupations and industries. It showed that the gender gap had slightly increased since 2016, with women making 0.86 cents for every dollar a man earned. The earnings gap was largest in the Legal (52%), Production (41%), Computer and mathematics (37%) and Health diagnosing and technical occupations (31%).⁷

The 2020 report continues to track progress toward reducing disparities in education, economic participation and opportunity. The 2020 report also includes a supplementary analysis of wage theft in Miami-Dade County and its impact on men and women.

Increased awareness of the wage gap, and the involvement of many advocacy and policy groups, has encouraged various local governments across the United States to include the goal of gender equality in their efforts. In 2015, Miami-Dade became the first county in the country to adopt the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The convention defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. CEDAW signatories commit to ensuring women's equal access to, and equal opportunities in, political and public life -- including the right to vote and to stand for election -- as well as education, health and employment.

⁵ Pereira I. (2020) Equal Rights Amendment Ratified in Virginia, Reaching Historic National Threshold <https://abcnews.go.com/Politics/equal-rights-amendment-vote-set-virginia-state-legislature/story?id=68268838>

⁶ The calculations were based on the nominal earnings growth of 16% for men and 21% for women in the 2000-2010 period, which were then used to estimate earnings for 2020, 2030 and 2040.

⁷ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

GENERAL CHARACTERISTICS

In 2018, 51.5% of Miami-Dade County’s 2,761,581 residents were women. A majority of women were Hispanic (70%; 996,451), 17% were Black/African American (230,836), 13% were White non-Hispanic (181,604), and 2% were Asian (26,733).⁸ These numbers reflect the general composition of the County’s overall population.⁹

The median age of women was 41.7, slightly above the 38.4 median age of men. There is a larger percentage of women in the more advanced age groups. Approximately 18.4% of women were in the 65 and over age group, and 12.9% were in the close-to-retirement age of 55 to 64. Conversely, a higher proportion of men were in the younger age groups. This distribution may affect women’s labor force participation rate overall and specifically in the upper age groups. The labor force participation rate represents the proportion of the total population 16 years old and over that is employed or looking for employment. While women were the majority of the population in the 16 years old and over age groups, they represent only 45% of the labor force. As of 2018, slightly more than half (57.9%) of women aged 16 and older in Miami-Dade County worked outside the home, compared to 69.7% of men.

Unemployment dropped for both genders and is similar to national averages. Only 2.9% of female Miami-Dade residents ages 16 and over were unemployed. It is also notable that women’s labor force participation is lower for all age groups, but the disparity is larger for the upper ages. In 2018, the overall labor force participation of Miami-Dade’s population ages 16 and over was 63.6%, slightly above the national 63.3% rate. Only 13.1% of women aged 65 and over were in the labor force, compared to 23.5% of men. In the 55 to 64 age group, only 60.5% of women and 76.9% of men were in the labor force.

The topic of labor force participation will be discussed in more detail throughout subsequent sections. However, the lack of participation in the labor force may have adverse financial consequences for many women. It may also be linked to their higher poverty rate and the sustained gender pay gap.

FIGURE 1: AGE DISTRIBUTION, 2018

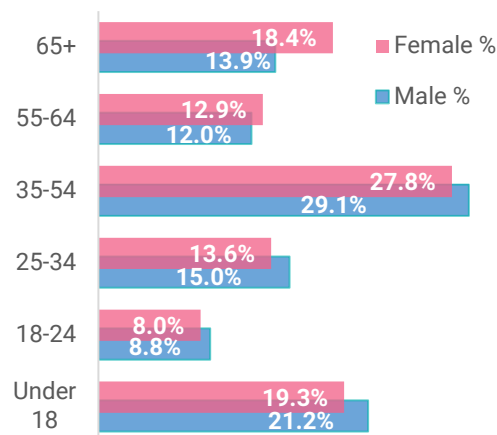
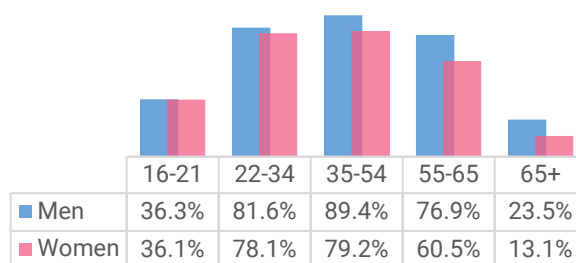


FIGURE 2: LABOR FORCE PARTICIPATION BY AGE, 2018



⁸ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

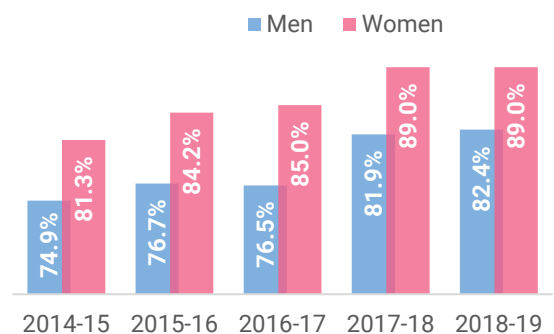
⁹ As of the publication of this report, the 2018 American Community Survey data is the most current data available from the U.S. Census Bureau.

EDUCATIONAL ATTAINMENT

Women’s educational attainment has improved considerably compared to men since the 1960s, a trend that continued in Miami-Dade County from 2017 to 2018. Women nowadays are either equal or surpass men in educational attainment. Since educational credentials are generally considered a primary source of human capital, and a highly relevant criterion in determining labor productivity, gains in women’s educational attainment may affect their position on the labor market and their overall economic health. Miami-Dade County’s high school graduation rate for the 2018-2019 school year showed a slight increase to 85.6%, up from 85.4% in 2017-2018.¹⁰ It was still slightly below the 86.9% graduation rate in the state.¹¹ Female students continue to surpass male students in graduation rates. The most considerable difference over the last five academic years remains to be the 2016-2017 school year when the female students’ graduation rate was almost 8.5% higher than their male counterparts. The difference in graduation rates for Miami-Dade is also observed statewide. In Florida, male and female high school students graduated at a rate of 83.9% and 90%, respectively, in the 2018-2019 year. While the high school graduation rate has remained relatively stable, there has been a significant increase in the overall dropout rates throughout the County. In 2018-2019, the overall dropout rate for Miami-Dade was 4.9%, up from 3.7% in the previous school year, 3.8% for women (up from 2.1%), and 6% for men (up from 5.4%). These were all substantial increases when compared to the previous school year.

Graduation rates also vary greatly and illuminate substantial disparities across gender and race, with White, Black, and Hispanic male students all slightly under-performing compared to female students. Male and female Black/African- American high school students have the lowest graduation rates - 83.9% for females and 74.9% for males, and the highest dropout rates at 5% and 7.4% respectively.

FIGURE 1.1: HIGH SCHOOL GRADUATION RATES, 2018-19



¹⁰ As defined in 34 C.F.R. §200.19(b)(1)(i)-(iv), graduates are students who graduate in four years with a regular high school diploma (standard diploma).

¹¹ Florida’s PK-20 Education Information Portal, <https://edstats.fldoe.org>

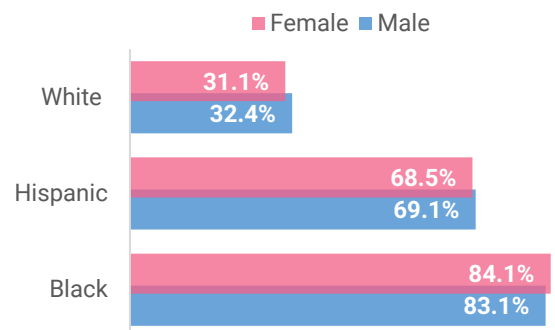
These gender and racial disparities are present among the economically disadvantaged students in the Miami-Dade Public Schools system. According to the Florida Department of Education, economically disadvantaged students are students determined to be eligible for free and reduced-price meals under the National School Lunch Program. Students eligible for free or reduced lunch are in families whose household income falls within the Direct Certification determination, receive SNAP or TANF benefits, reside on an Indian Reservation, and are eligible for Medicaid. Also eligible are students who experience homelessness, participate in Head Start, identify as migrant youth or runaways, or live within the foster care system. In the 2018-19 school year, the largest group of economically disadvantaged public school students in Miami-Dade County were Black students, with 84.1% of Black female and 83.1% of Black male students qualifying for the free/reduced lunch program. The proportion of economically disadvantaged Black students in the program is substantially larger than Hispanic and White students, regardless of gender.

Race/Ethnicity	% District Graduates		% Cohort Dropouts	
	Female	Male	Female	Male
White	95.1%	88.5%	2.3%	4.2%
Hispanic	89.7%	83.7%	3.6%	5.9%
Black	83.9%	74.9%	5.0%	7.4%

Source: Florida's PK-20 Education Information Portal

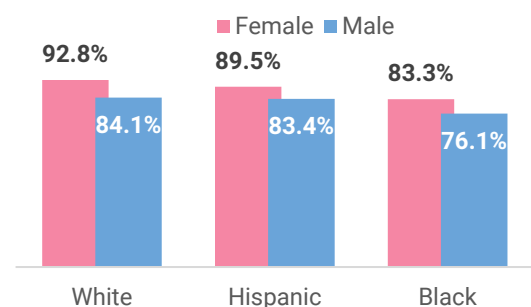
Economically disadvantaged students also have lower graduation rates. Graduation rates for economically disadvantaged students were 3.6% lower for White female students and 7.2% lower for White male students. Hispanic students have the smallest difference between economically disadvantaged and non-disadvantaged students. Black female students' graduation rate were 3.9% lower if they were economically disadvantaged. The powerful effect economic context has on education is most evident for Black students. A significantly higher percentage of Black male students who were not disadvantaged graduated in comparison to those in economically disadvantaged situations – 84.4%, compared to 76.1%.

FIGURE 1.2: MDCPS ECONOMICALLY DISADVANTAGED STUDENTS, 2018-19



Although high school graduation rates continue to improve, in comparison to national statistics, in 2018, Miami-Dade still had a higher percentage of residents (44.4%) without a high school diploma or only with a high school diploma, compared to the U.S. (38.5%).¹² There were only minute differences between men and women in Miami-Dade on that metric, with 45.1% of males and 43.7% of females with a high school diploma or less. Nationally, 40.3% of males and 36.9% of females were at that attainment level. Notably, the percentage of residents in Miami-Dade in that education bracket decreased since 2017 when it was estimated at 46.1%.

FIGURE 1.3: GRADUATION RATES OF ECONOMICALLY DISADVANTAGED STUDENTS, 2018-19



In addition to improvement in high school graduation rates, Miami-Dade County's population has also made significant strides in college and university degree attainment. In 2018, 31.4% of the Miami-Dade population 25 years and over had a Bachelor's degree or higher, an increase from the 29.3% in 2017. However, it was still lower than the U.S. national average

¹² U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

of 33.3%. The difference between the national average and the County average decreased from 2.7% in 2017 to 1.9% in 2018. A slightly larger percentage of women (31.6%) than men (31.3%) have bachelor's degrees or higher. The proportion of men with university degrees has increased slightly since 2017, with 19.4% having a bachelor's (up from 17.8%), and 11.9% attaining a graduate or professional degree in 2018 (up from 11%). The same upward trajectory is also observed for women with 20.3% holding a bachelor's degree (up from 19.8%), and 11.3% (up from 10%) having a graduate or professional degrees in 2018.¹³

The differences in the field of degrees obtained by male and female students persist, but over the last decade, there has been a shift for women toward business and science degrees. However, in 2018, the percentage of women in Miami-Dade with degrees in science, engineering, and related fields was 24.3%, a slight decrease from 26.9% in 2017. There was an increase from 22.4% to 23.8% in 2018 of women pursuing a Bachelor's degree or higher in business.

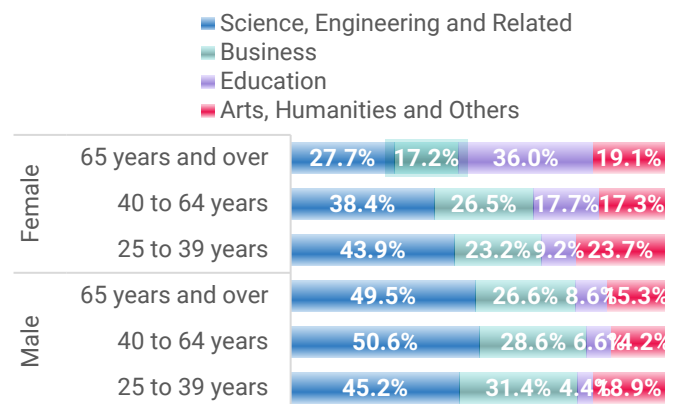
In 2018, approximately 43.9% of bachelor's degrees obtained by residents within the 25 to 39 age group were in science, engineering, and related fields, down from 44.5% in 2017. Another 26.3% of residents in this age group were in business fields, up from 26.1% in 2017. There were 23.2% of women in this age bracket with business degrees, up from 22.4% in 2017. The percentage of women with education or arts and humanities degrees decreased to 19.4%, down from 23.7% in 2017.

Degree attainment from the large local universities is also indicative of the overall educational characteristics of Miami-Dade's population. According to the Integrated Postsecondary Education Data System, 56% of full-time FIU students who began their degrees in 2012 had finished them by 2018. The graduation rate of women (65%) was higher than men (49%). At the University of Miami, the overall six-year graduation rate was 82%, with 86% of women and 78% of men graduating.

The majority of the graduates from the FIU College of Engineering and Computing are male across all levels of education. Of the 1,405 degrees awarded during the 2018-2019 academic year, 80.4% (1,085 total) of the Bachelor's, 70.1% (274 total) of the Masters, and 71.7% (46 total) of Doctorates were awarded to men. Compared to 2017-2018, there was a significant increase in the Bachelor's degrees earned by women (13.3%), a 1.2% decrease in women earning Master's degrees, and an 8.3% increase in women earning Ph.D.'s in these fields. Similar to previous years, data from FIU's College of Business had overall gender equity except at the doctoral level. In 2018-2019, men accounted for 48.5% of Bachelor's, 44.1% of the master's, and 75.0% of the doctoral degrees. These findings indicate relative stability in comparison to the 2017-2018 school year, with women earning 14.2% more bachelors, -2.4% fewer masters, and the number of women earning Doctorates within the field increasing from one to three.

In 2018, approximately 43.9% of bachelor's degrees obtained by residents within the 25 to 39 age group were in the science, engineering, and related fields, down from 44.5% in 2017, while 26.3% were in business fields, up from 26.1%.

FIGURE 1.4: FIELD OF BACHELOR'S DEGREE BY GENDER AND AGE, 2018



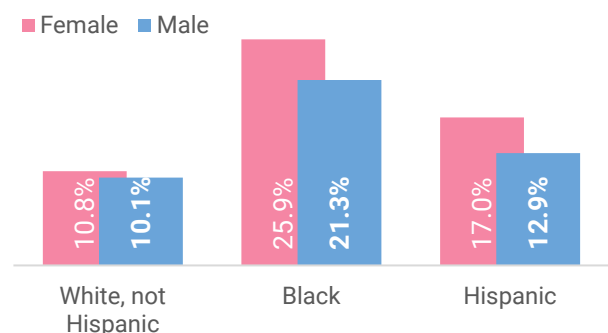
¹³ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

ECONOMIC OPPORTUNITY

One of the most informative metrics about the economic conditions of women is the poverty rate. As examined in previous reports, there are significant differences in that indicator across genders, especially when race and ethnicity are considered. While the overall poverty rate in Miami-Dade County decreased from 16.6% in 2017 to 16% in 2018, a larger percentage of women in Miami-Dade (17.6%), had income below the poverty line, compared to 14.2% of men. Labor force participation and increased economic opportunities are key to the continued decrease in poverty. With 74.2% of women ages 20 to 64 participating in the labor force, the remaining one out of four women who are not working either part-time or full-time are at an increased risk of living in poverty.¹⁴

Labor force participation can produce better economic outcomes for all residents of Miami-Dade but still does not guarantee individuals the ability to come out of poverty. According to the Center for Poverty Research, the “working poor” are people who spend an average of 27 weeks or more in the labor force, working or looking for work, but whose income remains below the poverty level. In Miami-Dade County’s low-wage, service sector-dominant economy, it is probably unsurprising that 6.3% of people living below the federal poverty level are employed, and 57.5% of these employed individuals living in poverty are women. Increasing labor force participation is necessary to the diminishing of the poverty rate in Miami-Dade, but the creation of full-time, higher wage jobs throughout all industries and occupations is also crucial. While poverty rates declined across gender and racial groups, with the exception of White, non-Hispanic women, which increased from 8.9% in 2017 to 10.8% in 2018. The poverty rate for White, non-Hispanic women is almost equal to men’s (10.1%).¹⁵

FIGURE 2.1: POVERTY RATES BY SEX AND GENDER, 2018



¹⁴U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

¹⁵Id.

LABOR FORCE PARTICIPATION

The higher proportion of Black and Hispanic residents in poverty is linked to their employment status. In 2018, 44% of Black male residents and 38.6% of Black female residents over the age of 16 worked full-time year-round, up from 41.8% and 36.9% in 2017. For comparison, in 2018, 57.5% of male Hispanics and 40.2% of female Hispanics had full-time employment, up from 55.6% of males and 38.7% of females in 2017. Both Blacks and Hispanics throughout Miami-Dade County had small but significant increases to full-time employment for both males and females from 2017 to 2018.¹⁶

The percentage of women working full time increased slightly, to 74.2%, but remained below the 83.6% rate of men working full time.

The percentage of both men and women who worked full-time increased from 2017 to 2018. In 2018, 77.2% of men worked full-time, up from 74.9% in 2017. The increase was smaller for women, and a lower percentage work full time. In 2018, 67.7% of women worked full-time, up from 67.1% in 2017. These numbers are quite similar to those reported in 2017, exhibiting minimal growth in full-time labor participation, specifically for women. There is a higher percentage of Miami-Dade men and women in the labor force who work full-time, compared to the national rates of male and female full-time workers. In the United States, only 61.1% of women and 72.3% of men in the labor force worked full-time in 2018.¹⁷

FIGURE 2.2: LABOR FORCE PARTICIPATION, AGES 20-64

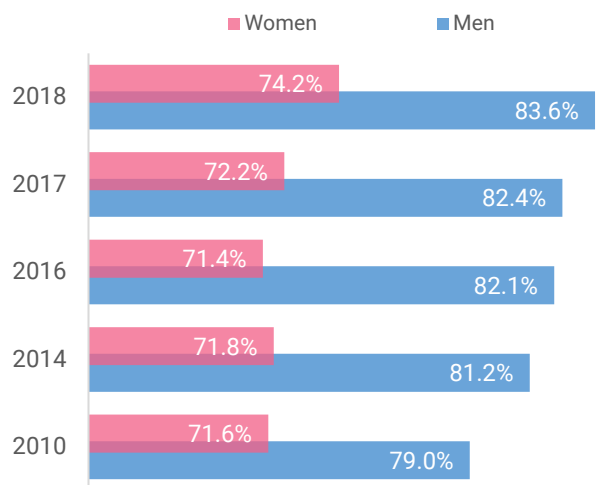
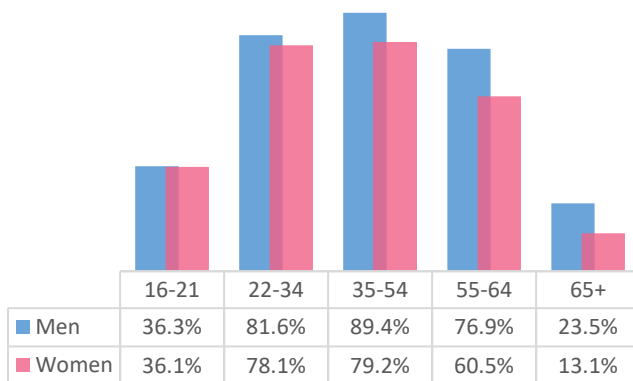


FIGURE 2.3: LABOR FORCE PARTICIPATION BY AGE, 2018



Over the past decade and especially over the last three years, there has been a steady increase in the labor force participation of men and women in the 20 to 64 year age group. Women's labor force participation in the 20-64 age group increased to 74.2%, up from 72.2% in 2017. The increase was similar in size for men – 83.6%, up from 82.4% in 2017.¹⁸

¹⁶ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

¹⁷ Id.

¹⁸ Id.

CLASS OF WORKERS

The U.S. Census categorizes people according to the type of ownership of the employing organization. The Census Bureau currently uses eight basic classifications for class of worker: private for-profit and private not-for-profit (among salaried workers), local government, state government, federal government (for government workers), and self-employed not incorporated, self-employed incorporated, and unpaid family workers (for non-salaried workers).¹⁹ The data on the class of America's workers provide valuable information about the country's labor force.

In 2018, approximately 13.4% of working Americans were employed by the federal, state or local government. In Miami-Dade, the public sector share is lower, with only 8.7% of workers over 15 employed in it. The type of employer may affect compensation levels. According to the Congressional Budget Office, (federal) government employees have higher total compensation than private sector employees at all levels of education with the exception of Doctorate and professional degrees. When compared to the private sector, compensation premiums for federal workers ranged from 18% lower for those with a professional degree or Doctorate, to 53% higher for those workers with a high school diploma or less.²⁰ However, according to the Economic Policy Institute, a nonpartisan think tank, in *right-to-work* states, public-sector employees earn 14% less in wages than their private-sector counterparts. Factoring in compensation, "public-sector employees suffer a 10.4% wage penalty compared to their private-sector counterparts."²¹ Florida is among the 27 states that have passed Right to Work laws.²²

Research also shows that nonprofit employees earn less than government or private workers. According to PayScale, for seven of the eight occupations examined, nonprofit workers earned between 4% and 8% less than their counterparts at for-profit companies. Administrative assistants at nonprofits earned 4.1% less, while staff accountants took a 6.9% pay cut. Marketing managers were the outlier: those at nonprofits earned nearly 18% less.²³ Only 5.3% of Miami-Dade's workforce is employed in nonprofit organizations, compared to 8% nationally.

In 2018, the majority of Miami-Dade's workers were in the private for-profit sector – 78.4%, up from 77.6% in the previous year. This was higher than the 72.5% nationally, and the 76.2% of private employees in the State of Florida for the same year.

Miami-Dade's Workforce by Employer, 2018:

1,373,136 total workforce

- 78.4% Private for-profit wage and salary workers
- 5.3% Private not-for-profit wage and salary workers
- 8.7% government workers
- 7.6% Self-employed in own not incorporated business workers and unpaid family workers

In 2018, private company workers in Miami-Dade earned 31.7% less than private workers in the U.S.

¹⁹ U.S. Census Bureau. <https://www.census.gov/topics/employment/industry-occupation/about/class-of-worker.html>

²⁰ Comparing the Compensation of Federal and Private-Sector Employees. January 30, 2012. <https://www.cbo.gov/publication/42921>

²¹ Jeffrey Keefe. October 13, 2015. "Eliminating fair share fees and making public employment "right-to-work" would increase the pay penalty for working in state and local government." <https://www.epi.org/publication/eliminating-fair-share-fees-and-making-public-employment-right-to-work-would-increase-the-pay-penalty-for-working-in-state-and-local-government/>

²² The right-to-work means that employees are entitled to work in unionized workplaces without actually joining the union or paying regular union dues.

²³ The Price of Doing Good: Measuring the Nonprofit Pay cut. <https://www.payscale.com/data/nonprofit-pay-cut>

Class of Worker	Miami-Dade	Florida	U.S.
Full-time, year-round civilian employed population 16 years and over with earnings	11.3%	15.1%	18.9%
Private for-profit wage and salary workers:	14.1%	15.0%	21.8%
• Employee of private company workers	13.0%	14.4%	21.5%
• Self-employed in own incorporated business workers	18.0%	17.5%	25.2%
Private not-for-profit wage and salary workers	4.0%	12.9%	14.4%
Local government workers	24.8%	16.9%	16.2%
State government workers	3.7%	15.9%	14.8%
Federal government workers	6.7%	16.2%	12.3%
Self-employed in own not incorporated business workers and unpaid family workers	33.6%	26.6%	25.9%

Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

The male/female proportion of workers in different categories may suggest some of the reasons for the overall pay gap. In 2018, a larger proportion of women were employed in the nonprofit sector – over 34,000 - compared to only about 21,000 men. There was an almost equal distribution by gender in local government positions, with only a slight prevalence of women – 30,526, to men – 29,851. Women comprise a larger number of state government workers than men, but a smaller number of them are in federal government positions. Median earnings for federal government workers are 30% more than local and state government workers, who earn comparable salaries. Women continue to be a smaller percentage of private company workers.²⁴

Class of Worker	2010		2018		2018 Employment	
	% Male	% Female	% Male	% Female	Male	Female
Full-time, year-round civilian employed population 16 years and over	53.4%	46.6%	55.9%	44.1%	585,089	461,925
Private for-profit wage and salary workers:	54.2%	45.8%	57.1%	42.9%	475,233	356,970
• Employee of private company	52.5%	47.5%	55.5%	44.5%	425,941	340,844
• Self-employed in own incorporated business	73.2%	26.8%	75.3%	24.7%	49,292	16,126
Private not-for-profit wage and salary workers	38.6%	61.4%	38.3%	61.7%	21,269	34,305
Local government workers	48.4%	51.6%	49.4%	50.6%	29,851	30,526
State government workers	41.6%	58.4%	40.8%	59.2%	7,569	10,990
Federal government workers	59.9%	40.1%	61.9%	38.1%	11,214	6,916
Self-employed in own not incorporated business and unpaid family workers	64.4%	35.6%	64.3%	35.7%	39,953	22,218

Source: U.S. Census, American Community Survey, 2010 and 2018 1-Year Estimate.

While the wage gap persists in all classes, in some categories it decreased significantly. The smallest gap was in the nonprofit sector category in which women earned only 4% less than men in 2018. The gap in 2017 was 21.6%. A significant decrease in the pay difference also occurred in the federal workers category in which women were paid 18.9%

²⁴ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

less in 2017, compared to only 6.7% less in 2018. Female state government workers were paid 3.7% less than their male counterparts in 2018, down from 12% less in 2017. However, the gap increased for local government workers to 24.8% and for self-employed in own not incorporated business workers to 33.6%.

Miami-Dade’s earnings gaps were smaller than the gaps of workers in the U.S. in all but two categories – local government workers and self-employed in unincorporated business employees. The earnings gap was significantly smaller in Miami-Dade for state government workers - 3.7% compared to 12% nationally, and nonprofit workers - 4% compared to 21.6% nationally. Female private company workers in Miami-Dade earned 13.0% less than men, while in the U.S. the 2018 gap was 14.4%. It is also important to note that earnings in Miami-Dade are significantly lower than national figures.

EMPLOYMENT BY OCCUPATION

The following section presents Miami-Dade County’s employment and median earnings by gender across occupations and industries, and in comparison with state and national averages. The gender distribution in Miami-Dade has remained relatively steady since 2000 for the population of full-time, year-round, civilian employees. Even though women represent the majority in Miami-Dade, they only represent 44.1% of the full-time workforce.

Women were the majority in sales and office (57.9%), and service occupations (51.9%), while they were equally represented in management, business, science, and arts (50.4%). Women experienced the most growth between 2017 and 2018 (16.9%) in sales and related occupations. Women declined the most (-2.3%) in production, transportation, and material moving occupations, representing 20.1% of the industry as opposed to 20.6% in 2017. In comparison to the State of Florida and the United States, Miami-Dade had relatively equal gender distribution of these occupations.

	Miami-Dade			Florida		United States	
	Total	Male	Female	Male	Female	Male	Female
Management, business, science, and arts	363,299	49.6%	50.4%	49.0%	51.0%	50.7%	49.3%
Service occupations	195,726	48.1%	51.9%	51.5%	48.5%	49.8%	50.2%
Sales and Office	252,966	42.1%	57.9%	40.5%	59.5%	41.1%	58.9%
Natural resources, construction, and maintenance	115,896	94.2%	5.8%	95.5%	4.5%	95.8%	4.2%
Production, transportation, and material moving	119,127	79.9%	20.1%	79.3%	20.7%	78.6%	21.4%

Source: U.S. Census, 2018 American Community Survey 1-Year Estimates

Women continue to be the majority in sales, office, and service occupations, which are typically low-wage. Women are now the majority in high-wage occupations such as the management, business, science, and arts category. This category consists of four subgroups: management, business, and financial; computer engineering and science; education, legal, community service, arts, and media; and healthcare practitioner and technical occupations. In Miami-Dade, women were the majority in education, legal, community service, arts, and media (64.1%) and the healthcare practitioner and technical (64.6%) occupations. The smallest representation of women was in the computer, engineering, and science (21.3%) fields, which are high-wage, high-skill occupations. Similar distributions are also present in Florida and the United States.

EMPLOYMENT BY INDUSTRY

Since women are more likely to work part-time, to make more meaningful comparison across gender in relation to employment, the following analysis is based on the 2018 ACS 1-Year Estimates of the full-time, year-round civilian employees who are 16 years and over. In 2018, 86.3% of men in the labor force worked 35 hours or more per week, as opposed to only 77.3% of women. These differences in labor status are partially responsible for the gender differences in income levels. Consequently, the analysis below solely focused on full-time workers of both genders. In 2018, women in Miami-Dade were half of the workers in finance and insurance, real estate, rental and leasing (50%) up from 48.3% in 2017; and continue to be the majority in educational services, health care, and social assistance (70%).²⁵

There were some notable differences in the proportion of women in the full-time labor force in specific sectors, in comparison to Florida and the United States. Men are a higher percentage of the workforce in all major industry sectors in Miami-Dade, except for the Educational services, health care and social assistance sectors. The proportion of women in some sectors decreased since 2017, including wholesale trade, retail trade and the “other services sector” which includes varied industries such as automotive repair, personal care services, dry cleaning and various social service organizations. The underrepresentation of women in high wage sectors is a factor in the lower overall earnings of female workers, though even in high wage sectors there are significant wage gaps.

Industry	Miami-Dade		Florida		United States	
	Male	Female	Male	Female	Male	Female
Overall full-time employees	55.9%	44.1%	55.6%	44.4%	56.8%	43.2%
Agriculture, forestry, fishing and hunting, and mining	68.8%	31.2%	73.4%	26.6%	83.0%	17.0%
Construction	90.4%	9.6%	89.5%	10.5%	91.1%	8.9%
Manufacturing	60.8%	39.2%	70.3%	29.7%	72.4%	27.6%
Wholesale trade	69.5%	30.5%	70.0%	30.0%	72.2%	27.8%
Retail trade	53.8%	46.2%	55.7%	44.3%	57.0%	43.0%
Transportation and warehousing, and utilities	75.5%	24.5%	77.1%	22.9%	77.4%	22.6%
Information	60.4%	39.6%	67.4%	32.6%	63.3%	36.7%
Finance and insurance, and real estate and rental and leasing	50.1%	49.9%	47.0%	53.0%	47.8%	52.2%
Professional, scientific, and management, and administrative and waste management services	57.5%	42.5%	58.9%	41.1%	60.8%	39.2%
Educational services, and health care and social assistance	30.5%	69.5%	27.1%	72.9%	27.8%	72.2%
Arts, entertainment, and recreation, and accommodation and food services	52.6%	47.4%	56.0%	44.0%	54.0%	46.0%
Other services, except public administration	52.9%	47.1%	55.1%	44.9%	55.6%	44.4%
Public administration	57.2%	42.8%	57.9%	42.1%	56.9%	43.1%

Source: U.S. Census, 2018 American Community Survey 1-Year Estimates

²⁵U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

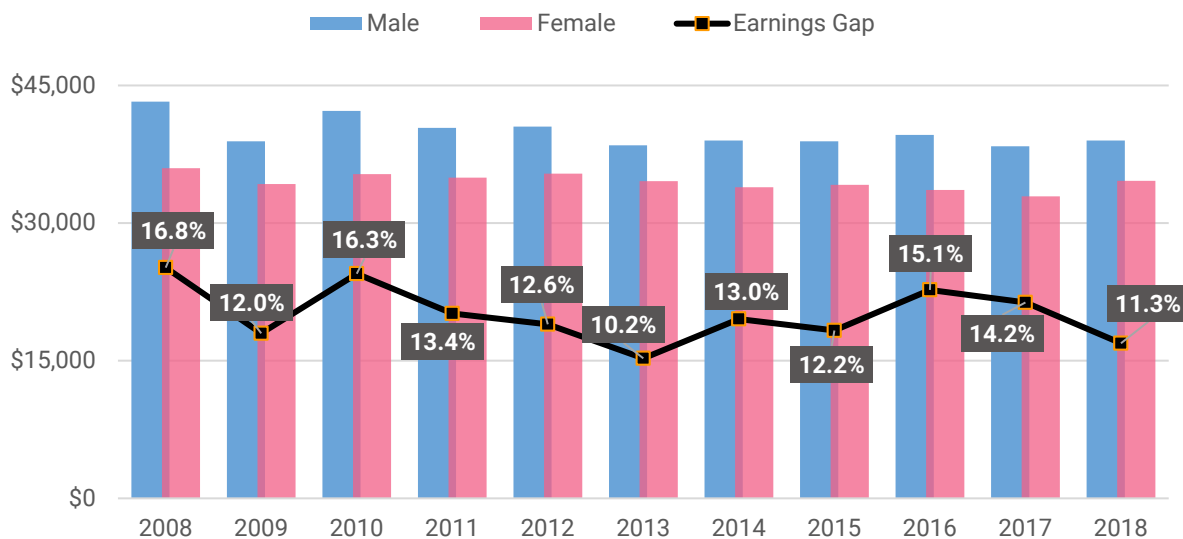
EARNINGS COMPARISONS

While the difference in income between men and women can be partially attributed to the difference in full-time work, women who work full-time still have lower earnings than men. In 2018, the median earnings for Miami-Dade women employed full-time, year-round was \$34,598, but for men, it was \$38,991, a difference of 11.3%. This gap was smaller than the earnings gap in 2017 (14.2%). It was also significantly lower than the national difference of 18.9%. While 76.9% of full-time male workers earned incomes of \$25,000 and above, only 68.2% of full-time female employees were in the same earnings bracket.²⁶

While nominal wages (wages unadjusted for inflation) have increased over the last decade, when adjusted for inflation, wages growth has been non-existent. For women 16 years and older, earnings have increased over the last ten years. When earnings are adjusted for inflation, women in 2018 earned 2.1% less than they did in 2010. Similarly, men's earnings were 7.7% less. Although men and women are making less in 2018, the gap between men and women's earnings is still significantly lower in 2018 – 11.3% than in 2010– 16.3%, as a result of the bigger dip of men's earnings in real value.²⁷

In 2018, the median earnings of Miami-Dade women employed full time, year-round, were \$34,598, compared to \$38,991 for men, a difference of 11.3%.

FIGURE 2.4: EARNING GAPS, 2008-2018



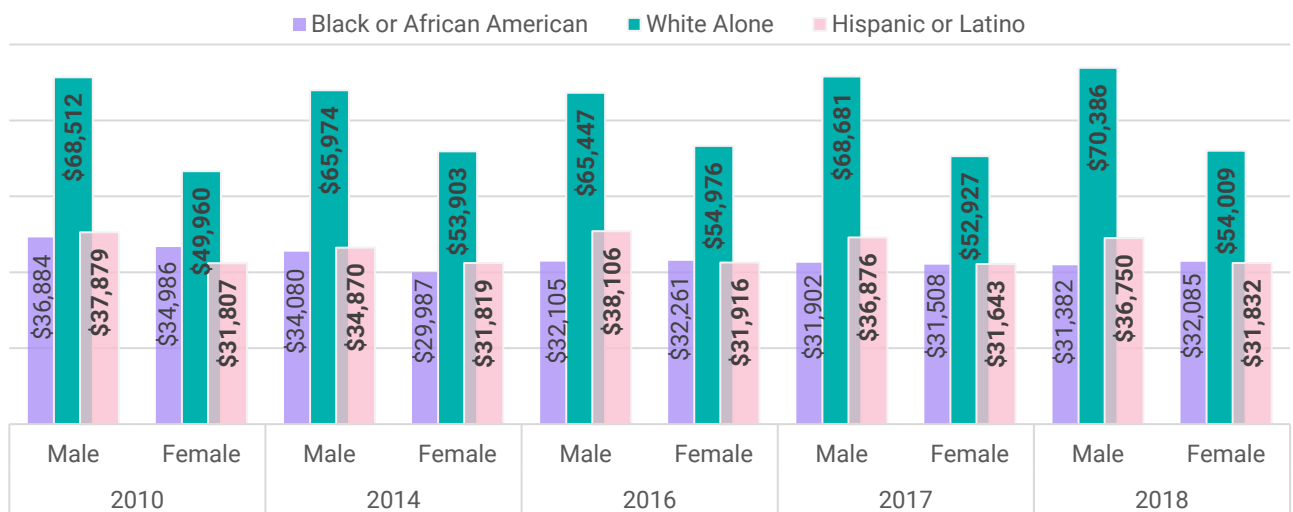
²⁶ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

²⁷ Inflation adjusted (dollar-denominated) data based on U.S. Census Bureau guidelines for comparability of data across time periods, https://www.census.gov/content/dam/Census/library/publications/2018/acs/acs_general_handbook_2018.pdf

Wage gaps also continue to persist across racial and ethnic groups. White men and women had a 23.3% earnings gap; however, Latin/Hispanic men and women had a 13.4% gap, and African American/Black men and women only had a 2.2% gap in favor of women. These smaller gaps within the Black and Hispanic groups are mainly attributable to their lower incomes in comparison to White, non-Hispanic workers. Overall, the earnings of White, non-Hispanic full-time workers were 44.3% higher than those of Black workers and 38.7% higher than Hispanic workers.²⁸

Black women earn 54.4% less and Hispanic women earn 54.8% less than white men. This means that Black and Hispanic women need to work 6 months more to attain the earnings of white male workers.

FIGURE 2.5: INCOME DISPARITIES BY RACE



²⁸ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

EARNINGS BY EDUCATION

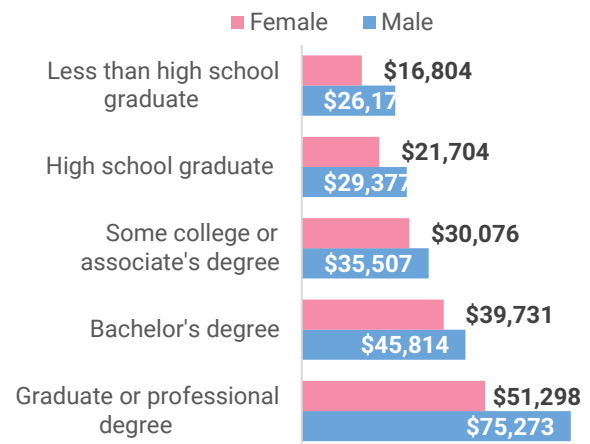
In 2018, the Miami-Dade population 25 years of age and over had median earnings of \$36,705. Earnings are higher and unemployment is lower for those with higher educational attainment. Notably, the difference in earnings between those with bachelor's and those with only a high school diploma decreased over time. In 2018, individuals with bachelor's degrees earned over \$15,000 (or 60.6%) more than high school diploma holders, while the difference was 67.7% in 2017 and 75.3% in 2016. The "diminishing returns" of a Bachelor's degree support the often-mentioned observation that the master's degree has become the new Bachelor's, as employers are increasingly more selective in hiring and promoting employees with advanced degrees. In 2018, workers across Miami-Dade County with advanced and professional degrees earned over \$20,000 (or 48.5%) more than Bachelor's degree holders. The difference was 41.1% in 2017.²⁹

At all levels of education, men earned more than women in Miami-Dade County. The largest gap was for individuals with less than a high school diploma (35.8%), with men making a median of \$26,177 and women earning \$16,804. However, a close second was the 31.9% gap between men and women with graduate or professional degrees, with men's median earnings of \$75,273, compared to \$51,298 for women. The smallest difference (13.3%) was between those with a Bachelor's degree, with men earning a median of \$45,814 and women earning \$39,731. Over a 40-year work-life, if the difference in median earnings is maintained, women in this income bracket will lose over \$240,000 in earnings.³⁰

These findings are in contrast with the comparison between men and women in Florida - the most substantial income gap between men and women (33.9%) was for employees with a graduate or professional degree, with men earning \$78,851 and women earning \$52,140 on average. However, the second-largest gap (32.6%) was between men and women with less than a high school diploma, with men earning \$26,294 and women earning \$17,728 on average. The smallest gap in the State of Florida (22.6%) was between those who had some college or an Associate's degree, with men earning \$39,045 and women earning \$30,232.

Interestingly, the largest gender gap in income at the national level was not the same as the County or state level. The most significant national disparity (36.7%) was for those with less than a high school diploma, with men earning \$29,267 and women earning \$18,518. The second-highest gap (32.3%) was tied between high school graduates with men earning an average of \$36,976 and women earning \$25,022 and those with graduate or professional degrees with men earning an average of \$91,217 and women earning \$61,737.

FIGURE 2.6: MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT, 2018



The largest income gap between men and women, 51.2%, is for workers with a graduate or professional degree.

²⁹ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

³⁰ Calculation based on approximately \$6,000 difference over 40 years.

When adjusted for inflation, the largest income growth in Miami-Dade for men between 2017 and 2018 was for high school graduates (5.1%). Men with Bachelor's degrees had an inflation-adjusted decrease in income (-7.2%). The earnings of men with graduate or professional degrees increased by only 0.8%. For women, the largest earning increase from 2017-2018 (6.6%) occurred for those with some college or Associate's degree. Women with less than high school had a 4.8% decrease in earnings. The earnings of women with graduate or professional degrees decreased by 2.1%.³¹

Overall, since 2010, the most substantial earnings growth for men (24.1%) was for those with less than a high school diploma, while men with a Bachelor's degree now make 16.1% less than in 2010, in real dollar value. During this period, women with less than a high school diploma also experienced the most growth in income (7.2%); however, women with a graduate or professional degree now make 6.2% less than they did in 2010.³²

MEDIAN HOUSEHOLD AND FAMILY INCOME

In 2018, the median household income in Miami-Dade was \$52,205. This overall median household income was 18.6% below the U.S. median household income, and 6.2% below the Florida median household income. The U.S. median income was \$61,937, and \$55,462 for the State of Florida. These findings indicate that the gap has shrunk slightly since last year for the national median household income and has exceeded Miami-Dade's median household income by 20.8% in 2018.

Married couples had the highest income level among all family types, with a median income of \$73,331. Male and female householders with no spouse earned on average of \$46,429 and \$36,351 annually, respectively a 21.7% gap. This gap is 0.5% larger than the gap in 2017. Because of lower earnings in Miami-Dade, the gap was significantly smaller than the national 38.6% difference and the 28.5% difference in Florida. This gap in income is notable because the majority of single-person householders are female (18.6%), compared to only 6.8% male single householders.

Male and female householders with no spouse earned \$46,429 and \$36,351, respectively, a 21.7% gap.

In Miami-Dade, a female-headed household with no spouse had a median income of \$36,351, which is only a 1.3% increase from 2010, when adjusted for inflation. In 2018, there were 166,128 female-headed households, and 60,883 male-headed households. When adjusted for inflation, since 2010, male-headed households with no spouse experienced a larger income growth (7%).³³

	2010			2018		
	Male Householder	Gap	Female Householder	Male Householder	Gap	Female Householder
Family Households with no partner	\$43,380	17.3%	\$35,885	\$46,429	21.7%	\$36,351
Non-Family Households	\$36,438	42.6%	\$20,897	\$42,371	44.4%	\$23,553
Living Alone	\$30,594	42.2%	\$17,672	\$35,468	45.2%	\$19,430
Not Living Alone	\$61,647	28.2%	\$44,266	\$51,474	10.0%	\$46,301

Source: U.S. Census, American Community Survey, 2010-2018 1-Year Estimates.

³¹ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>; inflation adjusted figures calculated by the FIU Metropolitan Center.

³² Id.

³³ Id.

Non-family households consist of a householder who either lives alone or lives with nonrelatives. A “nonrelative” is a member of the home who is not related to the householder by birth, marriage, or adoption, including foster children. A female-headed householder living alone with no relatives had a median household income of \$19,430; however, for female householders not living alone, the median income was \$46,301. Male householders had higher incomes across categories, but they followed the same pattern as well. The median income for a male householder living alone was \$35,468 and \$51,474 if not living alone.³⁴

The largest income gaps between nonfamily households were between men and women householders overall (44.4%), specifically those living alone (45.2%). The difference between men and women not living alone was still the smallest gap, although it did increase from 8.4% in 2017 to 10% in 2018. All of the gaps have increased since 2010, with the exception of the reduced gap between men and women who live with others (decreased by 18.1%). From 2010 to 2018, there was a 1.8% income gap increase between non-family households overall and a 3% increase in the gap between men and women living alone.

The gaps between men and women in non-family households are significantly larger in almost all categories than those at the national and state level. In the State of Florida, the gap between male and female householders is 25.6%. In the United States, the gap between overall male and female householders was also 25.2%, but it was 23.7% between men and women who lived alone, and 10.5% between those not living alone.³⁵

EARNINGS GAPS ACROSS OCCUPATIONS

Median earnings across occupations and gender vary significantly; nevertheless, median earnings for men were typically higher than median earnings for women regardless of occupation. In 2018, the median earnings in the United States for full-time male workers was \$52,144 for men and \$42,295 for women. In other words, men employed full-time earned on average 18.9% more than women, a decrease from the 19.3% gap in 2017. As previously noted, the gap in 2018 was 11.3% in Miami-Dade County, while the difference in Florida was approximately 15.1%.³⁶

In 2018, the largest gaps were between men and women in production, transportation, and material moving occupations (30.1%), and management, business, science, and arts occupations (22.7%). Conversely, the smallest gaps were between sales and office occupations (17.7%) and natural resources, construction, and maintenance occupations (18.5%). The United States' and the State of Florida's median earnings exceeded those in Miami-Dade for all of these categories. However, the gaps were

Occupation Category	Male	Female	Gap
Full-time, year-round civilian employed population 16 +	\$38,991	\$34,598	11.3%
Management, business, science, and arts occupations	\$65,747	\$50,807	22.7%
Service occupations	\$28,076	\$22,445	20.1%
Sales and office occupations	\$38,403	\$31,623	17.7%
Natural Resources, construction, maintenance occupation	\$32,222	\$26,264	18.5%
Production, transportation, and material moving occupations	\$31,212	\$21,825	30.1%

Source: U.S. Census, 2018 American Community Survey 1-Year Estimates

³⁴ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

³⁵ Id.

³⁶ Id.

smaller in Miami-Dade in all occupational categories except one - service occupations had a smaller gap in Florida than in Miami-Dade County. These broad occupational categories disguise some of the existing gaps in specific occupations discussed below.

Women continue to earn less than men in all but three occupations. When adjusted for inflation, the largest increase in wages for women was in the computer and mathematical occupations (52.2%) and legal occupations (18.7%). For men, the largest growth was in farming, fishing, and forestry occupations (25.3%), and office and administrative support occupations (13.0%).³⁷

Though there have been some wage increases for women within the top ten occupations, further analysis of the Census data revealed that there are still significant gender gaps in earnings, even for those occupations where many women are employed. The following table presents the top 10 highest-paid occupations for women and their earnings, as well as the respective gaps. For example, the second highest-earning occupations for women are legal occupations (\$72,157), but the median earnings for men in legal occupations were 40.7% higher at \$121,600. The only occupation category in which women earned more than men was arts, design, entertainment, sports, and media occupations, in which only about 6,327 women were employed in 2018. In all the other categories, except computer and mathematical occupations, there were double-digit gaps.³⁸

Full-time, Occupation	Miami-Dade Earnings	Miami-Dade Gap	Florida Gap	U.S. Gap
Computer and mathematical occupations	\$72,538	2.2%	18.1%	15.1%
Legal occupations	\$72,157	40.7%	47.2%	45.3%
Health diagnosing and treating practitioners and other technical occupations	\$60,911	12.7%	31.0%	33.3%
Management occupations	\$58,267	18.7%	23.6%	24.2%
Business and financial operations occupations	\$55,769	15.8%	24.9%	23.0%
Life, physical, and social science occupations	\$46,396	37.5%	5.8%	12.1%
Arts, design, entertainment, sports, and media occupations	\$42,259	(0.1%)	9.1%	13.8%
Architecture and engineering occupations	\$42,233	32.0%	16.5%	13.4%
Law enforcement workers including supervisors	\$41,858	39.0%	16.7%	21.0%
Educational instruction, and library occupations	\$41,820	13.5%	15.0%	20.0%

Source: U.S. Census, 2018 American Community Survey 1-Year Estimates

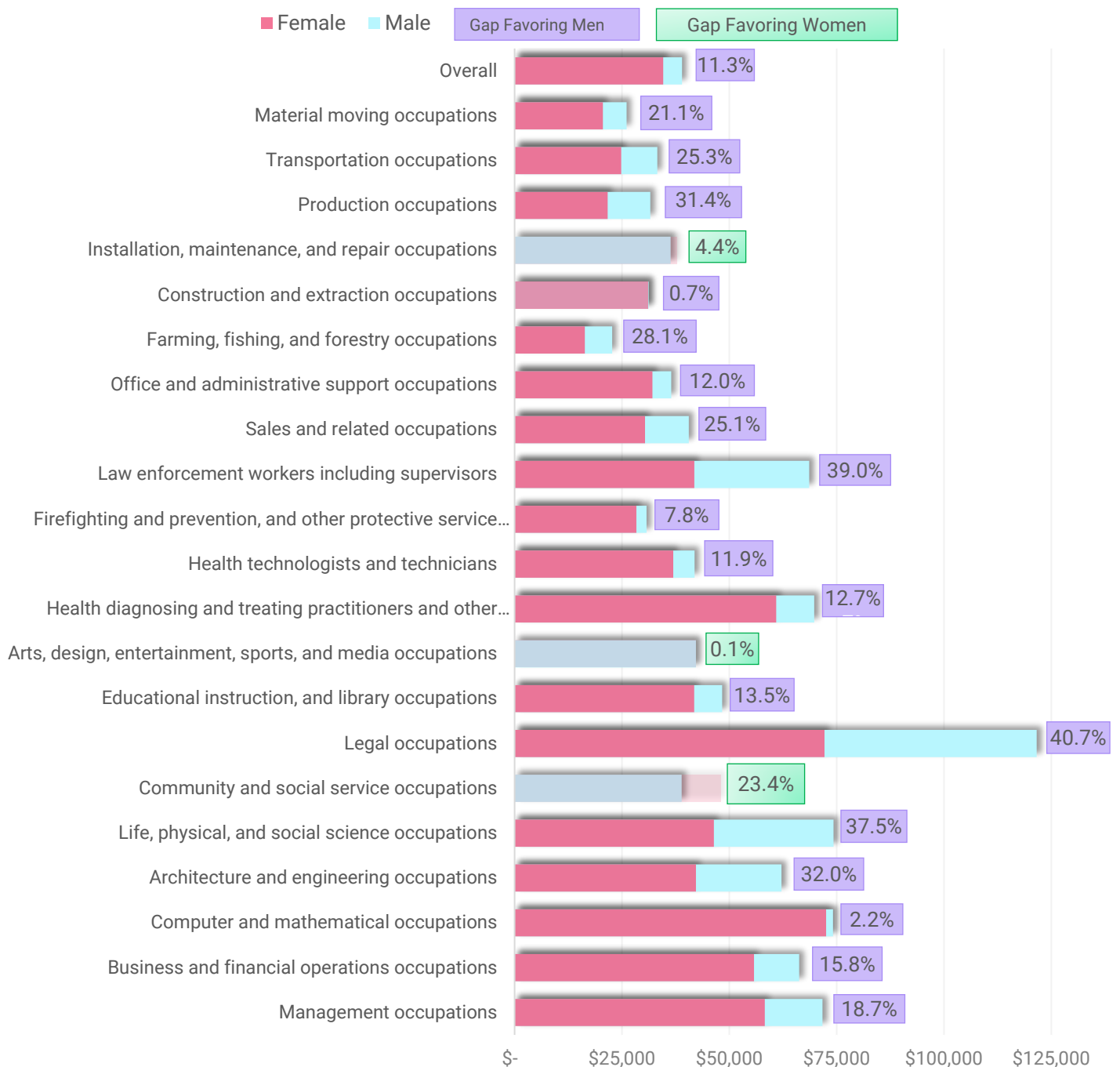
It should be noted that these larger occupational categories include different types of workers, and the higher proportion of women in certain occupations is likely producing a larger gap. For example, the legal occupations comprise of 1) Lawyers, Judges, magistrates, and other judicial workers; 2) Judicial law clerks, 3) Paralegals and legal assistants, and 4) Miscellaneous legal support workers. While there are more women working in legal professions than men (55.4%), men dominate the higher-paying and higher-ranking legal jobs. The lower-status occupations, such as paralegals and secretaries, are more likely to be filled by women.

³⁷ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

³⁸ Id.

Figure 2.7 displays the earning gaps across major occupational categories. The largest disparities in Miami-Dade were in the legal; law enforcement; life, physical, and social sciences; architecture and engineering, and production occupations. In three occupational categories, women’s median earnings were higher than men’s – community and social service; installation, maintenance and repair, and arts, media, and entertainment occupations.³⁹

FIGURE 2.7: EARNINGS FOR FULL-TIME WORKERS BY GENDER AND OCCUPATIONS, MIAMI-DADE (2018)



³⁹ U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

EARNINGS GAPS ACROSS INDUSTRY

The industry in which women are employed may account for the overall income disparities between genders. A comparison of median earnings in each industry shows that the wage gap persists in most industries. Women earned less than men in all industries except for construction (10.1% more), wholesale trade (12% more), and utilities (7.3% more). In construction, women only accounted for 9.6% of the full-time workforce, yet they made an average of \$35,286, while men in their industry only made \$32,037. Women in wholesale trade accounted for 30.5% of the full-time workforce, and their median income was \$42,012 compared to \$37,494 for men.⁴⁰

Figure 2.8 referenced below shows comparisons for some sub-sectors. In 2018, the increase in women's earnings outpaced men's, which led to the reduction of the overall gap for full-time workers from 14.2% to 11.3%. The management of companies and enterprises sector had the largest gap increase from 2017 when women earned 2.2% more than men, to 2018, when women earned 50% less than men. The largest earnings gap in 2018 was in the agriculture, forestry, fishing, hunting, and mining sectors, with women earning only 0.41 cents to every dollar a man earned. Women earn more in only three sectors – construction, wholesale trade and utilities. There are approximately 31,000 women and 144,000 men employed in these sectors.⁴¹

Overall statistics from the State of Florida revealed that men were paid more than women in all industries except construction. The largest gap between Florida men and women was in professional, scientific, and technical services (37.3%), followed by finance and insurance (33.1%). When compared to national statistics, men were paid more than women in all industries. The largest industry gap was in finance and insurance at 39.6%. The smallest gap between men and women was in construction, with men earning 2.3% more nationally.⁴²

Women earned less than men in all industries except for construction (10.1% more), wholesale trade (12.0% more), and utilities (7.3% more). In construction, women only accounted for 9.6% of the full-time workforce, yet they made an average of \$35,286, while men in their industry only made \$32,037.

⁴⁰ U.S. Census Bureau, 2008-2018 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

⁴¹ Id.

⁴² Id.

TABLE 2.8: MIAMI-DADE, WOMEN'S EARNINGS GAP, 2017-2018

Industry Sector	2017	2018	2018 Earnings	Gap Change 2017-2018
Full-time, year-round civilian employed population 16 years and over with earnings	14.2%	11.3%	\$34,598	↓
Agriculture, forestry, fishing and hunting, and mining:	19.8%	59.1%	\$17,016	↑
Construction	(14.5%)	(10.1%)	\$35,286	↓
Manufacturing	37.3%	21.3%	\$32,201	↓
Wholesale trade	(0.6%)	(12.0%)	\$42,012	↑
Retail trade	22.8%	18.6%	\$26,418	↓
Transportation and warehousing, and utilities:	(1.5%)	9.8%	\$36,425	↑
Transportation and warehousing	(4.3%)	7.8%	\$35,902	↑
Utilities	(33.5%)	(7.3%)	\$65,563	↑
Information	35.9%	8.2%	\$46,709	↓
Finance and insurance, and real estate and rental and leasing:	13.4%	15.6%	\$46,643	↑
Finance and insurance	17.8%	28.2%	\$51,690	↑
Real estate and rental and leasing	0.8%	6.7%	\$37,746	↑
Professional, scientific, and management, and administrative and waste management services:	21.6%	5.7%	\$39,236	↓
Professional, scientific, and technical services	34.2%	22.2%	\$48,575	↓
Management of companies and enterprises	(2.2%)	49.6%	\$66,113	↑
Administrative and support and waste management services	9.6%	7.1%	\$26,435	↓
Educational services, and health care and social assistance:	21.9%	19.7%	\$37,567	↓
Educational services	10.3%	8.8%	\$44,722	↓
Health care and social assistance	30.3%	21.3%	\$33,872	↓
Arts, entertainment, and recreation, and accommodation and food services:	19.1%	17.8%	\$23,818	↓
Arts, entertainment, and recreation	7.9%	16.3%	\$29,749	↑
Accommodation and food services	18.1%	17.8%	\$22,997	↔
Other services, except public administration	24.7%	29.4%	\$21,424	↑
Public administration	28.5%	32.0%	\$42,317	↑

Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates

EARNING GAPS BY MUNICIPALITY

Earnings and earning gaps between men and women in Miami-Dade County varied significantly throughout each municipality in 2018, as shown in Table 2.9. Municipalities such as Golden Beach, Bal Harbor Village, Key Biscayne Village, Pinecrest Village, and Palmetto Bay all had earnings gaps over 40%, with Golden Beach having an earning gap of almost 60% between full-time working male and female residents. The top 20 municipalities with the largest earning gaps between men and women range from 59.6% in Golden Beach to 13.2% in Homestead, all had full-time labor participation rates for women below 50%. Since the gaps are based on full-time employees only, the gap could not be attributed to the larger percentage of women employed part-time in some municipalities.⁴³

In five municipalities, women's earnings were higher - Miami Springs (0.1% more), Virginia Gardens (6.8% more), North Bay Village (9.6% more), Opa-Locka (10.7% more), and Indian Creek Village (50% more). In Indian Creek Village, where women earn 50% more than men, full-time labor participation was still surprisingly smaller than men with only 40.3% of women working full-time. The municipalities with the lowest earnings gaps also had higher concentrations of women within the population.⁴⁴

The higher representation in higher earning industries and occupations explains the smaller gaps in many municipalities. The top 20 municipalities with the largest earning gaps had the largest percentages of full-time women workers employed in lower-wage industries such as the retail trade, and educational, health, and social assistance industries. Men in the top 20 municipalities were generally heavily employed in the construction, manufacturing, wholesale trade, finance and insurance, and professional, scientific, management, and administrative industries, which are mostly much higher-wage industries.

Figure 2.8 shows the earning gaps between male and female full-time workers throughout the 34 municipalities and unincorporated areas in Miami-Dade County.

TABLE 2.9: EARNING GAPS BY MUNICIPALITY, 2018

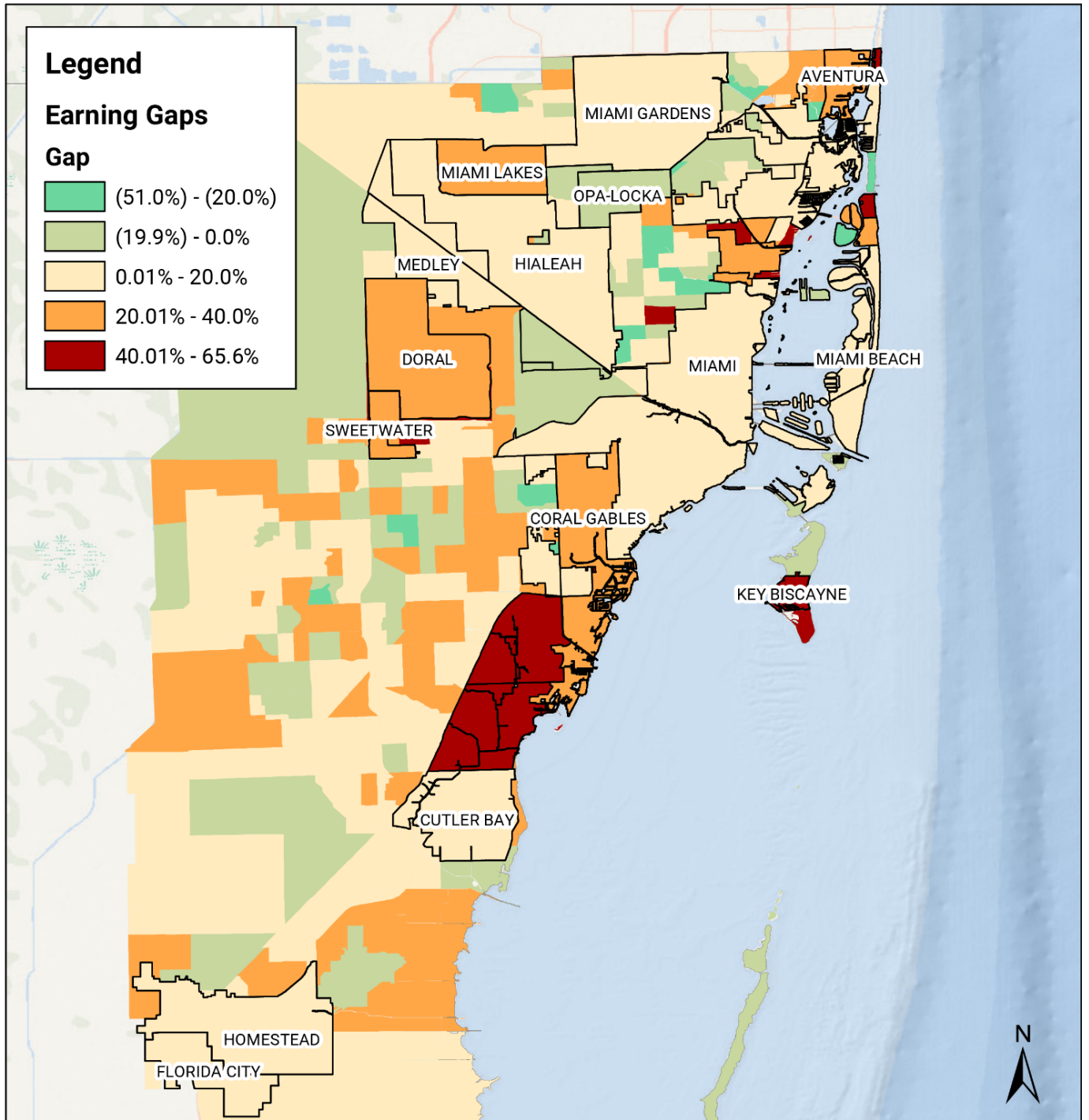
Municipality	Male	Female	Gap
Golden Beach	\$177,917	\$71,875	59.6%
Bal Harbor	\$102,813	\$43,693	57.5%
Key Biscayne	\$116,250	\$57,179	50.8%
Pinecrest	\$113,712	\$61,763	45.7%
Palmetto Bay	\$80,223	\$47,755	40.5%
Coral Gables	\$86,336	\$55,590	35.6%
Biscayne Park	\$55,781	\$38,226	31.5%
Aventura	\$68,041	\$47,145	30.7%
Doral	\$52,011	\$36,957	28.9%
Bay Harbor Islands	\$61,078	\$43,973	28.0%
Miami Shores	\$81,089	\$58,750	27.5%
Surfside	\$80,993	\$59,167	26.9%
El Portal	\$58,664	\$43,264	26.3%
Miami Lakes	\$56,860	\$43,590	23.3%
Sweetwater	\$28,908	\$22,442	22.4%
Hialeah	\$32,356	\$25,932	19.9%
Medley	\$32,663	\$26,474	18.9%
Hialeah Gardens	\$32,539	\$27,025	16.9%
Sunny Isles Beach	\$49,407	\$42,117	14.8%
Homestead	\$33,675	\$29,244	13.2%
West Miami	\$40,182	\$35,777	11.0%
Florida City	\$25,557	\$22,864	10.5%
North Miami	\$30,520	\$27,486	9.9%
Miami	\$36,813	\$33,184	9.9%
South Miami	\$54,686	\$49,750	9.0%
Miami Beach	\$50,430	\$46,875	7.0%
Cutler Bay	\$43,900	\$41,187	6.2%
North Miami Beach	\$31,763	\$29,922	5.8%
Miami Gardens	\$35,201	\$34,862	1.0%
Miami Springs	\$45,701	\$45,750	-0.1%
Virginia Gardens	\$35,625	\$38,036	-6.8%
North Bay Village	\$40,617	\$44,527	-9.6%
Opa-Locka	\$28,960	\$32,060	-10.7%
Indian Creek Village	\$27,500	\$41,250	-50.0%

Source: U.S. Census, 2018 American Community Survey 1-Year Estimates

⁴³ Source: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

⁴⁴ Id.

FIGURE 2.8: EARNINGS GAPS BY MUNICIPALITY (2018)



COUNTY CONTRACTS TO WOMEN-OWNED BUSINESSES

As of the date of publication of this report, the primary source for countywide, representative business owner data, the Annual Business Survey from the U.S. Census is unavailable. The 2012 data showed that approximately 14,113 of the 66,629 firms with paid employees were women-owned.⁴⁵ According to the 2016 State of Women-Owned Businesses report commissioned by American Express OPEN, the State of Florida has an estimated 971,000 women-owned businesses with almost half, or 453,100, of those businesses being located in Broward, Palm Beach, and Miami-Dade County.⁴⁶ The number of women-owned business in the South Florida region increased by an estimated 97% from 2007 to 2016. Throughout the United States, the number of women-owned businesses increased by 42%, a 9% increase from 2007-2016, bringing the total to 11.3 million women-owned businesses nationally.⁴⁷

Information on the value and number of Miami-Dade County (County) contracts awarded to women-owned businesses was provided by Small Business Development (SBD), a division of the Miami-Dade County Internal Services Department.⁴⁸ The demographic data is what has been reported to SBD on a required or voluntary basis, for certified and non-certified firms, respectively, as of January 2020. The overall number of women-owned businesses in the County is not reflected in the County data because the women-owned businesses included in the Internal Services Department's database are only those firms that are registered with the Department and have identified as women-owned.

The following figure shows the number and percentage of prime County contracts awarded to women-owned businesses. In total, out of the 9,442 contracts awarded in the 2013-2019 period, women-owned firms have been the prime contractor on only 1,033, or 10.9% of the total number of contracts awarded.

In the 2013-2019 period, women-owned firms have been the prime contractor on only 1,033 County contracts, or 10.9% of the total number of contracts awarded. (Appendix A)

⁴⁵ U.S. Census Bureau, Annual Business Survey. Retrieved from <https://www.census.gov/programs-surveys/abs.html>

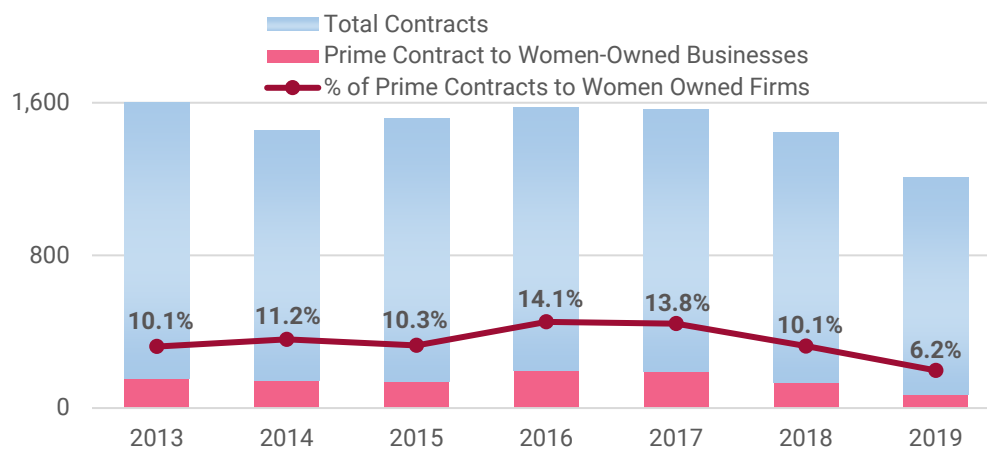
⁴⁶ Nancy Dahlberg, *South Florida is a hotspot for women-owned businesses*. (2016) <https://www.sun-sentinel.com/fl-women-owned-businesses-florida-20160408-story.html> (last visited March 2, 2020).

⁴⁷ Id.

⁴⁸ Email Correspondence with Small Business Development Division, Miami-Dade County Internal Services Department, January 17, 2020.

Figure 3.1 shows the number and percentage of prime County contracts awarded to women-owned businesses. In total, out of the 9,442 contracts awarded in the 2013-2019 period, women-owned firms have been the prime contractor on only 1,033, or 10.9% of the total number of contracts awarded. According to the American Express 2019 report on the State of Women-Owned Businesses, the share women-owned businesses represent of all businesses has skyrocketed from a mere 4.6% in 1972 to 42% in 2019.⁴⁹ The American Express Report uses as a baseline the U.S. Census Bureau’s 2012 Survey of Business Owners, which estimated that approximately one in five businesses in Miami-Dade County are women-owned.⁵⁰ If these statistics are still true for Miami-Dade, there is a substantial mismatch between County contract awards and the proportion of contracts awarded to women-owned firms.

FIGURE 3.1: NUMBER OF COUNTY CONTRACTS AWARDED



The proportion of the value of Prime contracts awarded to women-owned firms follows a similar pattern. Overall, in the 2013-2019 period, approximately \$436 million out of over \$15.1 billion in County contracts was awarded to women-owned firms, representing only 2.94% of the total contract value. Approximately 1.1% of the total contract value was awarded to women-owned firms as subcontractors over the same time frame.

Figure 3.2 shows that the proportion of the value of Prime contracts awarded to women-owned firms follows a similar pattern. Overall, in the 2013-2019 period, approximately \$436 million out of over \$15.1 billion in County contracts was awarded to women-owned firms, representing only 2.94% of the total contract value. Approximately 1.1% of the total contract value was awarded to women-owned firms as subcontractors over the same time frame.

The 2017 to 2019 statistics show a decline in the number of County contracts awarded to businesses identified as women-owned. However, the value of prime contracts awarded to women-owned firms as a proportion of the total increased between 2017 and 2019, from 2.4% to 3.3%. (It should be noted that the number of total contracts awarded in 2019 was 21% less than in 2017.) According to SBD, possible reasons for the decline

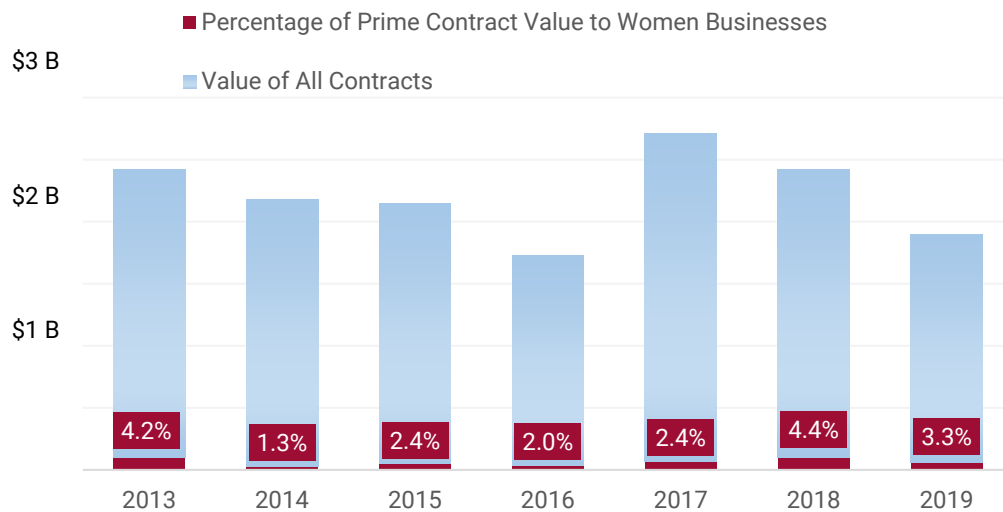
⁴⁹ The 2019 State of Women-Owned Businesses Report, American Express. Accessed from https://about.americanexpress.com/files/doc_library/file/2019-state-of-women-owned-businesses-report.pdf

⁵⁰ U.S. Census Bureau, Annual Business Survey. Retrieved from <https://www.census.gov/programs-surveys/abs.html>

include: fewer women-owned firms are bidding on contracts, fewer women-owned businesses provided the lowest cost or competitive pricing on contracts, or fewer women-owned firms ready and willing to provide the goods/services required by the MDC, etc. Furthermore, under the County's race and gender-neutral Small Business Enterprise Programs, no consideration of demographics in the solicitation and award of County contracts is permitted. As a result of a court injunction in 1996, the County's minority business programs (Black, Hispanic and Women) have been suspended.

SBD has cautioned against putting too much emphasis on these numbers alone to draw conclusions regarding the state of women-owned businesses in Miami-Dade County as a whole. As a result of the County's web-based certification and contract management system software, the Business Management Workforce System (BMWS), it is anticipated that the amount and accuracy of demographic data collected from firms bidding and awarded County contracts will continue to improve, allowing for more complete reporting on the participation of women-owned firms in County contracting.

FIGURE 3.2: VALUE OF PRIME CONTRACTS TO WOMEN-OWNED BUSINESSES, 2013-2019



MIAMI-DADE COUNTY EMPLOYEE ANALYSIS

The Miami-Dade County Human Resources Department provided the full database of County employees with information on their salaries, hiring data, job category and other characteristics. The data was current as of November 20, 2019.⁵¹ The following section describes the characteristics of Miami-Dade County employees overall and with comparison across genders.

Miami-Dade County has 29,107 employees of whom 26,590 work full time. The subsequent analysis excludes part-time, seasonal and temporary employees, the county mayor, as well as the thirteen county commissioners who only receive a nominal salary of \$6,000. Similar to previous analyses, there are more men than women employed in the County. Women represent only 43% of County employees who have been hired within the last five years.

Men represent 60.3% of the county workforce.

The overall gaps in salaries increased in comparison to the data in the previous year report. In 2018, there was an 11.4% gap in the average salaries of men and women, and a 16.1% gap in the median salary. The 2019 data shows the gaps expanded slightly to 11.8% when comparing average compensation, and 16.6% for comparison of median salaries.

TABLE 4.1: MEAN AND MEDIAN EARNINGS BY GENDER

	Overall	Men	Women	Gaps
Mean	\$70,567	\$74,044	\$65,277	11.8%
Median	\$64,164	\$69,457	\$57,903	16.6%
Count	26,590	16,045	10,545	

Average earnings for full-time female employees of Miami-Dade County are \$65,277, 11.8% less than the average male earnings of \$74,044.

⁵¹ Full county employee database provided by Thomas Davis, Miami-Dade County Office of the Commission Auditor. Data indicated current as of November 20, 2019.

To understand if there are other factors that may influence the difference in salaries between men and women, the analysis considered the other available characteristics of County employees including types of positions, tenure and educational attainment.

EDUCATIONAL ATTAINMENT

A majority of Miami-Dade County employees (57.3%) have only a high school degree, while 10.4% have some college or an Associate’s degree, 21% of employees have a Bachelor’s degree, and 7.7% have pursued or have obtained a graduate degree. Over one-third (35.3%) of female County employees have a Bachelor’s degree or higher educational attainment, compared to 24.4% of men. There are 3,720 women and 3,915 men who have a Bachelor’s degree or higher. Men are paid more than women in each educational attainment group, except workers with less than a high school degree and those with doctorate degrees. Women with less than a high school degree are paid approximately 4% more than men in this educational category. Women with Doctoral degrees are paid 5% more than men.

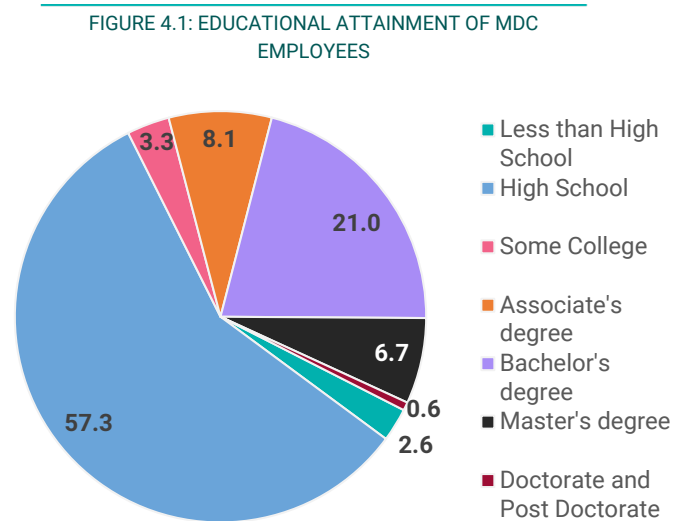


TABLE 4.2: EDUCATIONAL ATTAINMENT BY GENDER AND EARNING GAPS

	Men	Women	Gaps
Less than High School	\$54,550	\$56,720	-4.0%
High School	\$68,056	\$56,820	16.5%
Some College	\$66,225	\$53,790	18.8%
Associate's degree	\$83,052	\$63,867	23.1%
Bachelor's degree	\$86,913	\$76,008	12.5%
Some graduate school	\$51,259	\$39,706	22.5%
Technical School	\$47,489	\$35,945	24.3%
Master's degree	\$102,437	\$86,341	15.7%
Doctorate and Post Doc	\$108,264	\$113,928	-5.2%
Total	\$74,044	\$65,277	11.8%

The difference between men and women with bachelor’s degrees is 12.5%, down from 13.1% in 2019. Women with a Master’s degree are paid 15.7% less than men, a decrease from the 16.7% gap in the previous report.

TENURE

The wage gaps exist across all tenure ranges. The largest differences are between male and female employees who have been with the County between 6 and 25 years. The smallest gap – 7.3% – is for male and female employees who have been hired within the past five years. The gap for more recent hires was also the smallest in the comparisons from previous years, which may point to an effort from the County to implement intentional policies toward decreasing the salary gaps.

TABLE 4.3: MEAN ADJUSTED ANNUAL RATE BY TENURE, 2019

	Female	Male	Gap
5 or less	\$49,945	\$53,893	7.3%
6-10	\$63,700	\$68,222	6.6%
11-15	\$68,827	\$79,696	13.6%
16-20	\$72,108	\$81,975	12.0%
21-25	\$78,976	\$89,873	12.1%
Over 25	\$82,847	\$92,098	10.0%
Total	\$65,277	\$74,044	11.8%

POSITIONS

The wage gaps vary depending on the positions in the County, with the gap in favor of men for most positions. There are five positions, which cover 98% of County employees, described in the following table showing a gap across all of these categories. The only two classifications in which women earn more than men are department director (4%) and assistant division directors (7.3%)

Almost half of County employees (45.4%) are in the non-supervisory position category, in which women make 9.6% less than men do. The second classification with a large number of employees, over 6,500, is supervisors. Female supervisors make 12.9% less than men, a decrease from the 14.7% pay gap in 2017.

TABLE 4.4: MEAN WAGE BASED ON POSITION AND PAY GAP, 2019

	Female	Male	Gap
Supervisors	\$78,819	\$90,473	12.9%
Sr. Bureau Commanders/ Bureau Commanders/Section Heads	\$109,801	\$125,366	12.4%
Non-Supervisory	\$48,208	\$53,319	9.6%
Non-Supervisory Professionals	\$75,442	\$91,716	17.7%
Protective Services	\$72,333	\$80,754	10.4%

The largest gap is for nonsupervisory professionals – 17.7% in favor of men. There are almost 1,100 employees in that category.

APPENDIX A: MIAMI-DADE COUNTY CONTRACTS TO WOMEN-OWNED BUSINESSES (2013-2019)

Data Category	2013	2014	2015	2016	2017	2018	2019
1. Number of contracts and subcontracts awarded to women-owned businesses	Prime – 157 Sub – 269	Prime – 147 Sub – 226	Prime – 141 Sub – 213	Prime – 195 Sub – 311	Prime – 190 Sub – 237	Prime – 133 Sub – 51	Prime – 70 Sub – 112
2. Total number of contracts awarded	1,557	1,307	1,374	1,382	1,374	1,311	1,137
3. Value of contracts and subcontracts to women-owned businesses	Prime - \$98,520,184.96 Sub - \$15,190,189.26	Prime - \$28,926,794.03 Sub - \$46,846,867.92	Prime - \$49,556,988.39 Sub - \$9,141,793.22	Prime - \$33,218,265.58 Sub - \$32,102,653.35	Prime - \$63,479,328.32 Sub - \$49,941,626.31	Prime - \$103,225,822.99 Sub - \$5,620,519.93	Prime - \$59,996,122 Sub - \$14,022,652
4. % of contracts and subcontracts to women-owned businesses	Prime – 4% Sub – 0.66%	Prime – 1.35% Sub – 2.18%	Prime – 2.37% Sub – 0.44%	Prime – 1.96% Sub – 1.90%	Prime – 2.4% Sub – 1.89%	Prime – 4.45% Sub – 0.24%	Prime – 3.3% Sub – 0.76%
5. Total value of all contracts	\$2,319,010,525	\$2,149,025,755	\$2,095,354,479	\$1,690,650,671	\$2,648,114,118	\$2,321,205,167	\$1,839,633,597
6. Number of businesses which are 100% women-owned	77 – Prime 123 - Subs	68 – Prime 102 – Subs	60 – Prime 96 - Subs	84 – Prime 141 - Subs	94 – Prime 113 - Subs	52– Prime 19 – Subs	32 – Prime 56 – Subs
7. Number of businesses with women as majority owners	80 – Prime 146 - Subs	79 – Prime 124 – Subs	81 – Prime 117 - Subs	111 – Prime 170 - Subs	96 – Prime 124 - Subs	81 – Prime 32 - Subs	38 – Prime 56 - Subs

Notes:

- The demographic data is what has been reported to the Miami-Dade County Small Business Development Division on a required or voluntary basis, for certified and non-certified firms, respectively, as of January 2020.
- Due to reporting limitations of the contracts database, there may be additional businesses where women are minority owners or on contracts awarded to multiple firms, but they were not able to be identified by the publishing deadline.
- The total number of contracts corresponds to the total number of women-owned businesses that were awarded or subcontracted with, even if the same women-owned business was awarded multiple contracts or was a subcontractor/sub-consultant on more than one contract.

Source: Email Correspondence with Small Business Development Division, Miami-Dade County Internal Services Department, January 17, 2020

APPENDIX B: WAGE THEFT IN MIAMI-DADE COUNTY

WHAT IS WAGE THEFT?

According to The Wage Theft Prevention and Wage Recovery Act, a proposed federal legislative bill introduced in 2017 and reintroduced in July 2019, wage theft occurs when an employer does not pay an employee for work that the employee has performed, depriving the worker of wages and earnings to which the worker is legally entitled. This form of theft can occur in numerous ways including, “by employers violating minimum wage requirements, failing to pay overtime compensation, requiring off-the-clock work, failing to provide final payments, misclassifying employees as being exempt from overtime compensation or as independent contractors rather than as employees, and improperly withholding tips.”⁵² Wage theft is a fast growing and serious problem; according to a 2017 Economic Policy Institute (EPI) report,⁵³ low wage workers lose an estimated \$50 billion annually to wage theft.

Wage theft is associated with workplace discrimination and disproportionately affects women, immigrants, and minorities.⁵⁴ According to another 2017 Economic Policy Institute Report, 55.1% of wage theft victims in the United States are women, 18% are foreign born, and 52.9% are Black, Hispanic or other non-White group. Workers employed in low-wage industries are especially vulnerable to wage theft in the workplace, particularly those in the food and drink service, agriculture, forestry and fishing industries, leisure and hospitality, and retail sectors.⁵⁵ Workers in occupations such as service, sales, and office and administrative support jobs experience higher levels of minimum wage violations as well.⁵⁶

55.1% of wage theft victims in the United States are women, 18% are foreign born, and 52.9% are Black, Hispanic or other non-White group.

⁵² Wage Theft Prevention and Wage Recovery Act, S. 2101 116th Congress (2019-2020) <https://www.congress.gov/bill/116th-congress/senate-bill/2101/text>

⁵³ Celine McNicholas, Zane Mokhiber, & Adam Chaikof, Economic Policy Institute, Two billion dollars in stolen wages were recovered for workers in 2015 and 2016 - and that's just a drop in the bucket (December 2017), <https://www.epi.org/publication/two-billion-dollars-in-stolen-wages-were-recovered-for-workers-in-2015-and-2016-and-thats-just-a-drop-in-the-bucket/>

⁵⁴ David Cooper & Teresa Kroeger, Economic Policy Institute, Employers Steal Billions from Workers' Paychecks Each Year (May 2017), <https://www.epi.org/files/pdf/125116.pdf>.

⁵⁵ David Cooper & Teresa Kroeger, Economic Policy Institute, Employers Steal Billions from Workers' Paychecks Each Year (May 2017), <https://www.epi.org/files/pdf/125116.pdf>.

⁵⁶ Id.

WAGE THEFT IN MIAMI-DADE COUNTY

According to a study by the National Employment Law Project, Florida workers “are the most likely to suffer minimum wage violations.”⁵⁷ The Economic Policy Institute estimated that almost 25% of Florida’s low-wage and minimum wage workers experience wage violations and lose more than \$1.1 billion each year to these minimum wage violations.⁵⁸ Despite the fact that wage theft is a major issue in Florida, the state does not have a department or state agency with a strong mandate and resources to address these types of wage violations.⁵⁹

Miami-Dade County’s low-wage tourism and service-centric economy, combined with large numbers of foreign-born residents, are conducive to the occurrence of wage theft. Miami-Dade County is making an effort to raise awareness and to address the issue, pursuant to Miami-Dade County Ordinance #10-16 adopted on March 1st, 2010, that established the countywide Wage Theft Program in the Department of Regulatory and Economic Resources (RER).⁶⁰ The Consumer Mediation Center handles disputes between workers and their employers in cases of underpayment and non-payment of wages earned by employees in Miami-Dade County.⁶¹ According to the Miami-Dade County Wage Theft Ordinance, employees must meet a minimum threshold of \$60 in unpaid wages and must fill out a complaint form in order to officially file the claim with the program. The withholding of wages for more than 14 days is also considered unreasonable and is included as a qualifying complaint under the ordinance. Filing a complaint is at no cost. Once the employer is notified of the complaint, the County then attempts to conciliate the matter so that both sides can reach an agreement and avoid a County hearing. If the parties are unable to resolve the matter, a hearing before the County hearing officer is held and a determination is made. When an employer is found guilty, he or she must pay the worker full back wages plus any other liquidated damages that can be equal to two times the back wages owed. The employer must then also pay the County for the costs incurred during the hearing, minimizing the cost to the County.

In the past five years, more wage theft complaints were filed by men than women in Miami-Dade County.⁶² RER provided a list of 2,623 complaints filed by residents between 2014 and 2018. Of those complaints, 1,126 (42.9%) were filed by women, and 1,497 (57.1%) were filed by men. The number of filed complaints might not be a good measure of the occurrence of wage theft since workers might be unwilling to file a complaint because of threat or fear of retaliation.⁶³ Most complaints were filed by individuals of

Almost 25% of Florida’s low-wage and minimum wage workers experience wage violations and lose over \$1.1 billion each year.
(Economic Policy Institute)

⁵⁷ Laura Huizar, National Employment Law Project, Wage Theft Impacts Millions of Floridians and Workers Need Local Programs to Help Them Recover Their Stolen Wages (October 2019), <https://www.nelp.org/publication/wage-theft-impacts-millions-of-floridians-workers-need-local-programs-to-help-them-recover-their-stolen-wages/>

⁵⁸ David Cooper & Teresa Kroeger, Economic Policy Institute, Employers Steal Billions from Workers’ Paychecks Each Year (May 2017), <https://www.epi.org/files/pdf/125116.pdf>.

⁵⁹ Marianne Levine, Behind the Minimum Wage Fight, A Sweeping Failure to Enforce the Law, Politico (Feb. 18, 2018), <https://www.politico.com/story/2018/02/18/minimum-wage-not-enforced-investigation-409644>.

⁶⁰ Miami-Dade County Code of Ordinances, Chapter 22: Wage Theft. Accessed from https://library.municode.com/fl/miami_-_dade_county/codes/code_of_ordinances

⁶¹ Consumer Mediation Center, The Office of Consumer Protection, https://www.miamidade.gov/global/service.page?Mduid_service=ser1467813318557396

⁶² Email correspondence with Miami-Dade County Regulatory and Economic Resources Department, Office of Consumer Protection, December 12, 2019.

⁶³ Charlotte S. Alexander, Anticipatory Retaliation, Threats, and the Silencing of the Brown Collar Workforce, 50 American Business Law Journal 779, 785 (2013).

minority descent, which is unsurprising given the higher proportion of Hispanic workers in the county.⁶⁴ According to the U.S. Census Bureau’s 2018 American Community Survey, 1-year estimates, the 768,255 Hispanic or Latino full-time workers over the age of 16 accounted for 73.4% of total workers in the county.

The number and value of wage theft cases filed through the Wage Theft Program are recorded each year and published in annual reports submitted by RER. Spanning fiscal years 2013-14 to 2018-19, the Wage Theft Program has addressed a total of 3,261 wage theft complaints. The value of successful conciliation was more than \$1.6 million, while the value of unpaid wages awarded at hearings was \$682,445; additionally, there were more than \$1.3 million in penalties assigned to employers who were found guilty at a hearing. The total value of successful conciliations, unpaid wages, and penalties awarded through the Miami-Dade County Wage Theft Program was over \$3.6 million from 2013 to 2018.⁶⁵

The total value of successful conciliations, unpaid wages, and penalties awarded through the Miami-Dade County Wage Theft Program was over \$3.6 million from 2013 to 2018.

Table one details the number of complaints filed annually, from fiscal year 2013-14 to 2018-19, and the value of successful conciliations, unpaid wages awarded at hearings, and penalties awarded at hearings. Analysis of the complaints database provided by Miami-Dade County’s Regulatory and Economic Resources Department, shows that the number of overall wage theft violation complaints filed has risen significantly from 2013 (540 complaints) to 2018 (760 complaints), although the value of successful conciliations, unpaid wages, and penalties have remained relatively stable throughout the past six years, with the lowest values being in fiscal years 2015-2016 and 2016-2017.⁶⁶

Year	# of Complaints Filed/Opened/or Re-opened	Value of Successful Conciliations	Value of Unpaid Wages Awarded at Hearings	Penalties Awarded at Hearing	Total Value of Successful Conciliations, Wages, and Penalties at Hearings
2013-14	540	\$240,173	\$159,631	\$319,263	\$719,067
2014-15	468	\$208,027	\$196,673	\$393,346	\$798,046
2015-16	543	\$187,378	\$69,227	\$138,454	\$395,059
2016-17	428	\$220,788	\$31,801	\$63,602	\$316,191
2017-18	522	\$361,742	\$114,480	\$228,958	\$705,180
2018-19	760	\$385,496	\$110,633	\$221,267	\$717,396
Total	3,261	\$1,603,604	\$682,445	\$1,364,890	\$3,650,939

Source: Miami-Dade County Regulatory and Economic Resources Department

WAGE THEFT ACROSS THE UNITED STATES.

A comparison with wage theft violations in other areas with similar characteristics is informative of the scope of the issue of wage theft in Miami-Dade County. San Diego California, both the City and County, and the five boroughs in New York State that make up the main portion of New York City (Manhattan, Brooklyn, Queens, Bronx, and Richmond) have a comparable size and resident demographic as well as industry and occupational composition similar to Miami-Dade, with large numbers of low-wage service-sector jobs and large proportions of foreign-born residents.⁶⁷

⁶⁴ U.S. Census Bureau 2018, American Community Survey, 1-Year Estimates

⁶⁵ Supra Note 11.

⁶⁶ Id.

⁶⁷ David Cooper & Teresa Kroeger, Economic Policy Institute, Employers Steal Billions from Workers’ Paychecks Each Year (May 2017), <https://www.epi.org/files/pdf/125116.pdf>.

City of San Diego Ordinance #0-20604 enacted the Earned Sick Leave and Minimum Wage Ordinance adopted on July 11, 2016 establishing a local minimum wage of \$11.50 per hour and requiring the creation of an enforcement system.⁶⁸ In 2017, the City of San Diego had still not enforced its minimum wage ordinance and was referring all wage and retaliation complaints to the State of California.⁶⁹ In 2016, the U.S. Department of Labor estimated that approximately 40,000 employers in San Diego and Imperial counties failed to pay the legal minimum wage, yet only 82 individual claims were filed in the region for the same year.⁷⁰ According to a study by *inewsourc*e, an analysis of 6,553 wage complaints found that workers in San Diego “collected what they were owed in only about 30% of cases” verified by the California Department of Industrial Relations Labor Commissioner’s Office.⁷¹ As of January 1, 2020, California’s minimum wage is \$13 per hour for workers at businesses with 26 or more employees and \$12 per hour for workers at small businesses (25 or fewer employees).⁷²

Workers in San Diego “collected what they were owed in only about 30 percent of cases.”

In New York State, Assembly Bill A11726, also known as the Wage Theft Prevention Act was enacted on April 9th, 2011, initiating a more comprehensive protection for residents against retaliation from employers for filing a wage theft violation complaint. The Act required that employers provide employees with a written notice detailing their wage rates and keep payroll records for six years, and required that employers must pay all damages and other penalties in the case that they are found guilty in a wage theft hearing.⁷³ Despite these new regulations, wage theft violations are still common, with the New York Department of Labor estimating that up to \$1 billion is stolen from workers throughout the state each year.⁷⁴ While many workers in the state and county are awarded back wages in their wage theft hearings, collecting on those back wages has proven to be difficult. To combat this injustice, the Securing Wages Earned Against Theft, or SWEAT bill was proposed and passed in 2019 by the New York State legislature. This bill would allow workers to place a lien on their employer’s assets to collect on back wages owed.

The New York Department of Labor estimates that up to \$1 billion is stolen from workers throughout the state each year.

Wage theft is a prevalent and persistent crime.⁷⁵ In the absence of strong state regulations, protections, and enforcement, local government efforts might be the best recourse for workers. To be effective, in addition to adopting legislation, local governments may also consider allocating additional resources, as well as continue to track and assess cases of wage theft.

⁶⁸ City of San Diego Municipal Code, Chapter 3: Business Regulations, Business Taxes, Permits and Licenses, Article 9: City of San Diego Earned Sick Leave and Minimum Wage, <https://docs.sandiego.gov/municode/MuniCodeChapter03/Ch03Art09Division01.pdf>

⁶⁹ Maureen Cavanaugh & Michael Lipkin, KPBS, One Year after San Diego Minimum Wage hike, City Enforcement Uncertain (July 2017), <https://www.kpbs.org/news/2017/jul/11/one-year-after-san-diego-minimum-wage-hike-city-en/>

⁷⁰ Id.

⁷¹ Pilar de Haro, *inewsourc*e, San Diego employers don’t pay back workers in 70 percent of wage theft cases (October 2016), <https://inewsourc.org/2016/10/11/san-diego-wage-theft/>

⁷² State of California Department of Industrial Relations, Labor Commissioner’s Office, <https://www.dir.ca.gov/dlse/> (Last visited March 2, 2020).

⁷³ New York State Department of Labor, Wage Theft Prevention Act (April 2011), <https://labor.ny.gov/formsdocs/wp/p715.pdf>

⁷⁴ Michael Gartland, New York Daily News, Workers in NYS are owed up to \$1 billion in stolen wages: experts (November 2019), <https://www.nydailynews.com/new-york/ny-wage-theft-joy-luck-palace-unpaid-wages-fair-labor-standards-act-20191111-wz2dxx2w6zgfzfmlxsg565m-story.html>

⁷⁵ U.S. Department of Labor, Wage and Hour Division Enforcement, <https://www.dol.gov/general/topic/youthlabor/enforcement>