



# WOMEN'S ECONOMIC MOBILITY: OPPORTUNITIES AND BARRIERS

**Economic Mobility** encompasses a woman's ability to increase her economic security over time. When gaps persist, women are unable to fully thrive.

Based on the analysis of five core Economic Mobility metrics, gender disparities widened over the past decade.

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## THE ECONOMIC MOBILITY SCORE IS CALCULATED USING FIVE METRICS:

- **Higher Education:** In 2022, an equal percentage of men (35%) and women (35%) ages 25 years and over had at least a bachelor's degree.
- **Labor Force Participation:** In 2022, 51% of women and 64% of men ages 16 years old and over were in the labor force.
- **Full-time Earnings:** The gap between women's and men's median full-time earnings increased from 13% in 2021 to 18% in 2022 and is now wider than the 2010 gap.
- **High-paying Positions:** The percentage of women in high-wage positions increased from 31% in 2010 to 50% in 2022.
- **Poverty:** In 2022, poverty rates exceeded the national average with more women (16%) than men (13%) in poverty, however, rates have declined since 2010.

## BARRIERS TO WOMEN'S ECONOMIC OPPORTUNITIES:

- **The Motherhood Penalty:** Mothers face lower wages, reduced promotion opportunities, and limited career growth due to their disproportionate caregiving responsibilities. The absence of affordable, quality childcare and early childhood education are barriers to women's labor force participation.
- **Savings, Retirement and Wealth:** Lower earnings, lower labor force participation, and less wealth accumulation often lead to lower savings and lower quality of life in retirement. Due to the pay gap, women receive less in Social Security and pensions, and accumulate only 70% of men's overall retirement income.
- **Access to Housing:** Housing unaffordability disproportionately affects communities of color, particularly women of color, due to their high poverty rates. Black and Hispanic individuals, especially women, and families with children face elevated risks of eviction than people with similar income levels.

## POLICY RECOMMENDATIONS:

- **Paid Parental Leave:** Employers should adopt generous paid parental leave policies, which enhance economic security, boost new parents' well-being, reduce infant mortality, and decrease turnover.
- **Government Regulation of Pay Equality:** Through their procurement process, government entities should require contractors to affirm and report on pay equity in their workforce.
- **Support Early Childhood Learning Programs:** Employers should promote a financially sustainable business model for early childhood education programs that supports women in the workforce, organize advocacy efforts that improve early learning center operations and opportunities, and provide workforce protections.



The Miami-Dade score was 57 points in 2022, 2 points worse than the 2021 score.

For more details on Economic Mobility, read the full policy paper published in 2023 [here](#).

The Gender Equity Index Score for 2022 was 52 points.