

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 2023, more women (37%) than men (34%) ages 25 years and over had at least a bachelor's degree or higher, a 3-point gap from 2022.
- **Labor force participation:** In 2023, 52% 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 decreased from 18% in 2022 to 13% in 2023.
- **High-paying positions:** The percentage of women in high-wage positions increased from 31% in 2010 to 55% in 2023.
- **Poverty:** In 2023, poverty rates exceeded the national average with more women (15%) 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:** Government entities should require contractors to affirm and report on pay equity in their workforce through their procurement process.
- **Encourage businesses to offer on-site childcare or subsidized childcare:** Businesses should be incentivized to offer on-site childcare or provide childcare subsidies through tax credits to reduce the burden on working parents, particularly women.
- **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 56 points in 2023, a 1-point decrease from the 2022 score.

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

The Gender Equity Index Score for 2023 was 52 points.