

SNAPSHOT

Economic Independence

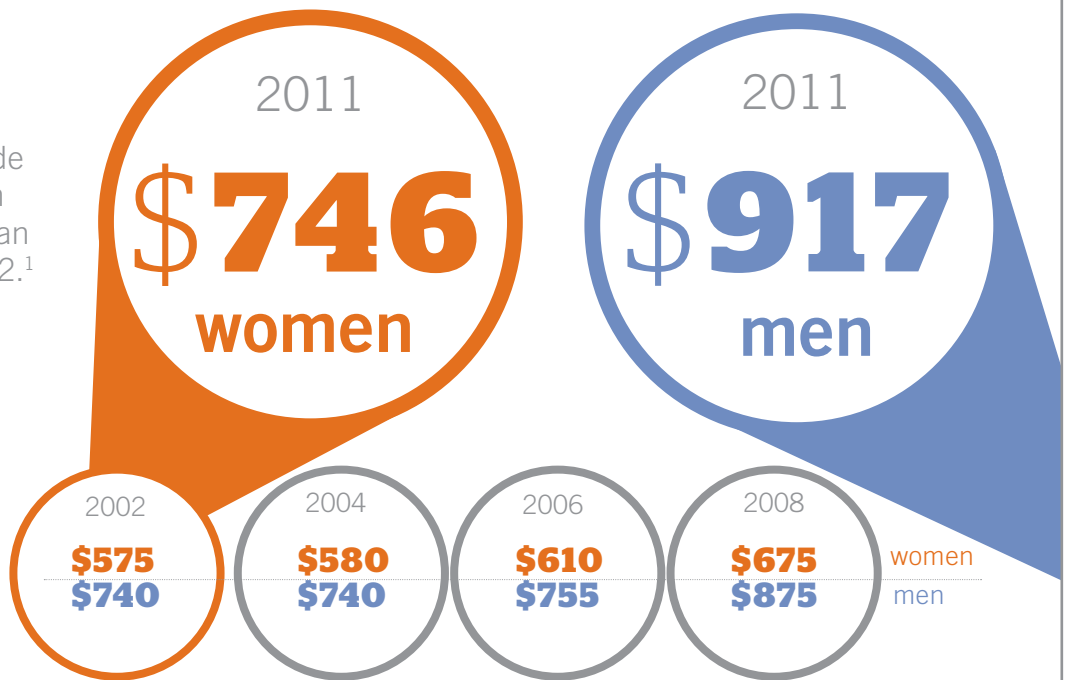
WOMEN'S fund
RHODE ISLAND

A productive workforce is the engine that drives a strong economy. When half of that workforce isn't paid fairly, our economy can't move forward. Rhode Island women earn less than men, make up a majority of minimum wage earners, and are at a higher risk of poverty. That's not right. Let's close the wage gap between women and men.

WAGE GAP

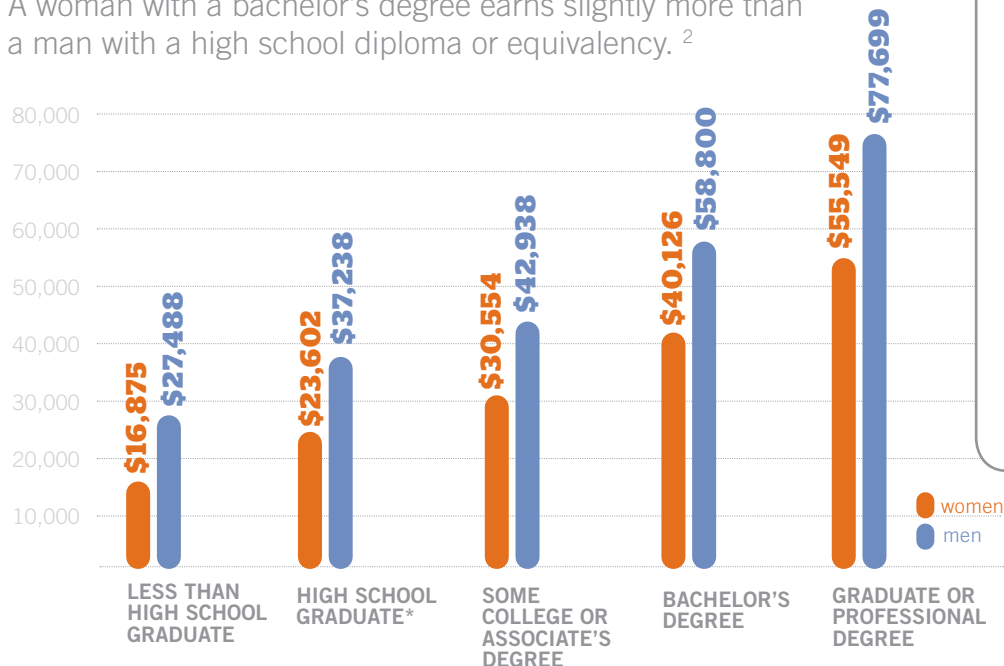
Women in Rhode Island now earn slightly more than men did in 2002.¹

Median weekly earnings of Rhode Island women and men 2002-2011.



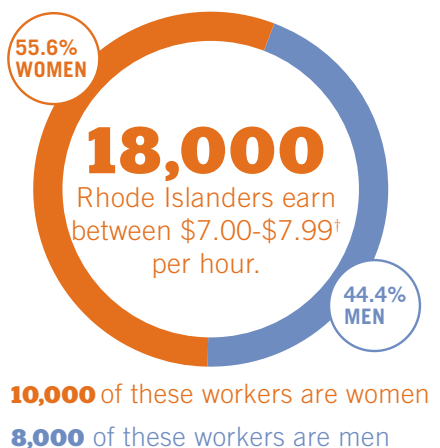
EARNINGS BY EDUCATIONAL ATTAINMENT

A woman with a bachelor's degree earns slightly more than a man with a high school diploma or equivalency.²



LOW-WAGE WORKERS





Women make up the majority of minimum wage earners.³



source: 1. *Women's Earnings in the Ocean State 1998 - 2011* Rhode Island Department of Labor and Training, 2. American Community Survey 2005-2009, 3. 2011 Current Population Survey.
* Includes equivalency
† Minimum wage is \$7.75/hr

JOB SEGREGATION

Rhode Island occupations are divided by gender with the highest salaried categories held by men.⁴

median wage for women and men	occupation	% of workforce by gender		
\$17.00	Health care support	89.3% female		
\$12.35	Office and Admin Support	76.2% female		
\$18.32	Social Services	73.4% female		
\$10.46	Personal Care and Services	69.4% female		
\$21.05	Construction	96.7% male		
\$12.28	Farming & Fishing	93.3% male		
\$11.14	Transportation	83.4% male		
\$55.82	Architecture and Engineering	73.4% male		
\$34.86	Computer and Mathematical	70.8% male		
 	Management	42.9% female		57.1% male
	Arts, Design, Entertainment, Media, Sports	47.9% female		52.1% male
	Sales	50.8% female	49.2% male	
	Food Preparation	54.1% female	45.9% male	

In order for women to benefit equally from our economic recovery, we should:

- 1 Conduct wage and employment audits in both the private and public sector to ensure women and men are paid equally, promoted fairly, and are not discriminated against due to family status.
- 2 Support policies that create family-friendly work environments including: increasing child care, and ensuring everyone has paid family leave.
- 3 Increase the minimum wage and index it to inflation, so that our state's lowest wage earners can live above the poverty level.
- 4 Develop strategies to diversify the labor market, including refining recruitment strategies for non-traditional jobs.
- 5 Identify strategies for increasing women-owned businesses and entrepreneurship.

SELF-EMPLOYMENT AND BUSINESS OWNERSHIP

Rhode Island has shown a 25% growth in women owned or equally owned businesses since 1997.⁵

39,100

BUSINESSES
owned by women

48,800

PEOPLE
employed by women
owned businesses

\$7,128,400.

DOLLARS in 2012 sales from women
owned businesses

WOMEN'S fund
R H O D E I S L A N D

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