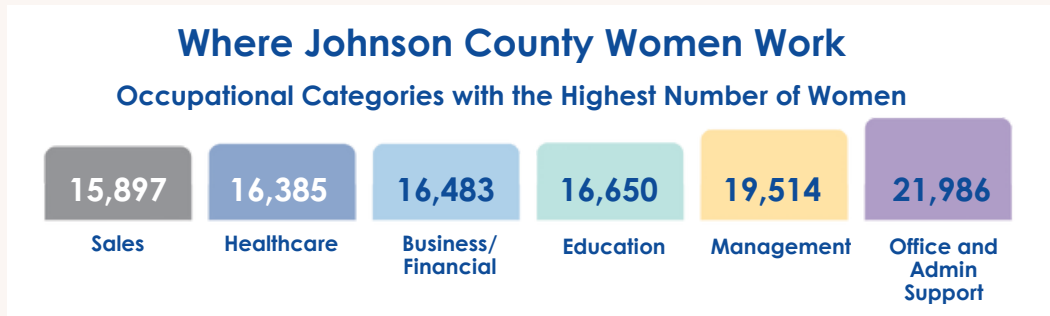




# Economic Outcomes for Johnson County Women

Johnson County is home to more than **314,000** girls and women of all ages who play a vital role in our society, culture, and local economy. According to 2023 data from the U.S. Census Bureau, more than **83%** of women over age 16 are in the labor force. The median annual salary of women aged 25 or over is **\$53,943—70%** of the median annual salary of men (**\$78,081**).

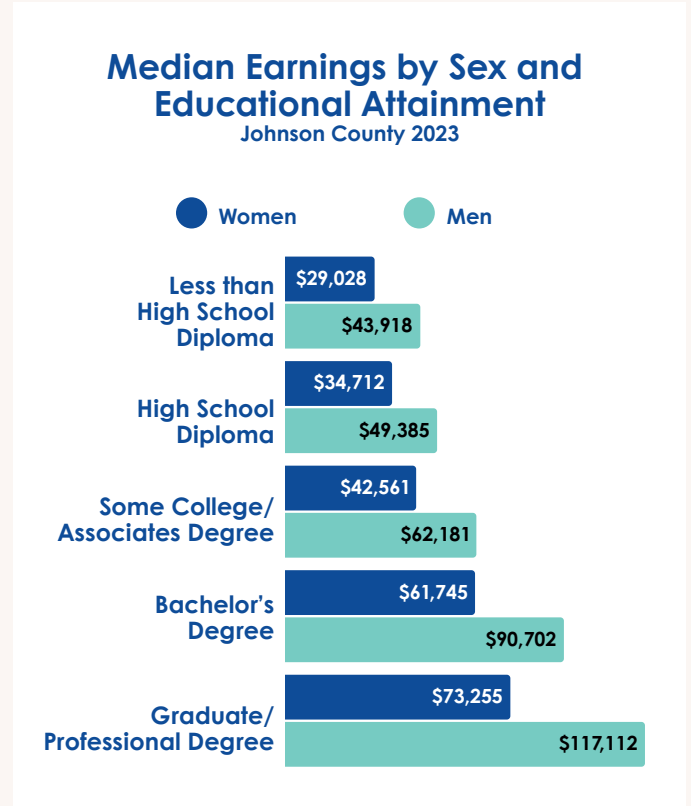


In Johnson County, 10 occupational categories have median salaries over \$55,000 per year. Women comprise 43% of all workers in these top earning occupational categories. Within each of these occupation categories, the median salary for female workers falls short of the median salary for male workers. For example, women and men are equally represented in business and financial occupations, but women earn only 78% of what men earn at these jobs. Women's median annual salary within legal occupations is just 44% of men's median salary, and 69% of what men in architectural and engineering occupation make. At the same time, fewer women are represented in higher earning occupations. While women in computer and mathematical occupations earn 90% of what their male counterparts earn, women comprise just 22% of all workers in this category.

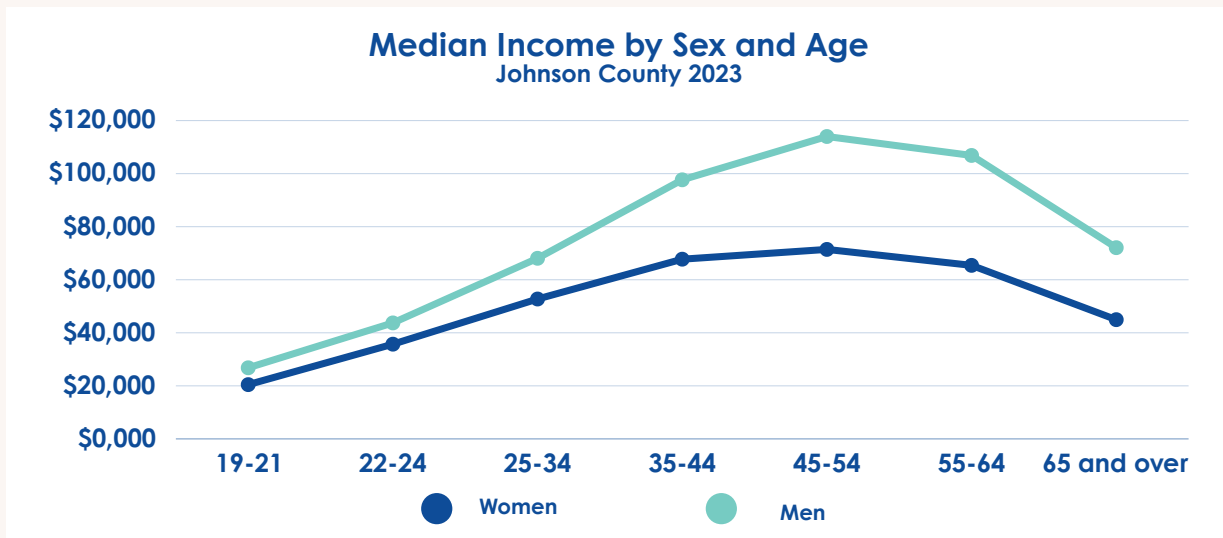
10 Highest Paid Occupational Categories	Percent of Female Workers	Percent of Male Workers	Median Earnings for Female Workers	Median Earnings for Male Workers	Median Earnings for All Workers
Legal Occupations	44%	56%	\$73,953	\$167,384	\$118,236
Management Occupations	38%	62%	\$84,087	\$112,356	\$100,675
Computer and Mathematical Occupations	22%	78%	\$90,758	\$100,778	\$97,299
Architecture and Engineering Occupations	19%	81%	\$67,500	\$97,941	\$92,274
Business and Financial Operations Occupations	50%	50%	\$74,551	\$95,303	\$83,286
Health Practitioners and other Technical Occupations	73%	23%	\$75,385	\$153,125	\$83,136
Life, Physical, and Social Science Occupations	46%	54%	\$64,316	\$85,489	\$74,032
Law Enforcement Workers Including Supervisors	16%	84%	\$59,792	\$65,952	\$65,929
Sales and Related Occupations	44%	56%	\$40,434	\$76,494	\$59,149
Arts, Entertainment, Sports, and Media Occupations	48%	52%	\$48,732	\$63,770	\$56,359

Educational attainment does not necessarily lead to greater pay equity for women. While men and women in Johnson County have approximately similar rates of educational attainment, median earnings for men with a **high school diploma** (\$49,385) is higher than earnings for women with **some college** (\$42,561). Women with a graduate or professional degree earn nearly \$44,000 less than men with the same education level. Even men with lower levels of education out-earn women with more advanced education. Men with a bachelor's degree earn approximately \$17,500 more than women with a graduate or professional degree.

The gender pay gap between women and men in Johnson County is lowest between the ages of 19 to 24, when women earn 76% of what men in this age group earn. The earnings gap grows with age. Women ages 45 to 54 experience the highest salary gap, earning just 63% of what men in the same age cohort earn. Over time, the gender pay gap leads to lower lifetime earnings for women, reduced savings, and less financial stability. The pay gap also impacts women in retirement. According to AARP, on average, women in the U.S. retire with 30% less in savings than men.



Women in Johnson County aged 65 and over are nearly three times more likely to live alone than men in this age group. Of those who live alone, women 65 and over are nearly twice as likely to be living in poverty than their male counterparts.



Sources: U.S. Census American Community Survey 2023 5 year estimates; <https://www.aarp.org/politics-society/advocacy/info-2023/jenkins-women-retirement.html>