INSTITUTE FOR WOMEN'S POLICY RESEARCH

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The Economic Status of Women in Ohio

Wide Disparities by Race and Ethnicity

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In partnership with
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The Women's Endowment Fund of the Akron Community Foundation, and the
Institute on Women, Gender, and Public Policy at The Ohio State University

This paper examines how women in Ohio fare on eight indicators of women's economic status, in comparison with women in other states, including in Ohio's region, and with women nationally. It highlights where Ohio women have seen economic progress and where their conditions have stagnated and examines differences among Ohio's women by race and ethnicity. It also details a number of recommendations for policy and practice to improve women's lives and to promote a more productive state economy.

Women have made tremendous gains toward economic equality during the last several decades. Nonetheless, women throughout the United States still earn less, are less likely to own a business, and are more likely to live in poverty than men. Even in areas where there have been significant advances in women's status, there is still ample room for improvement. For example, at the rate of progress achieved between 1995 and 2005, women would not achieve wage parity with men for nearly 50 years.[1]

Women of color are particularly disadvantaged in the United States. In every state, racial and ethnic inequalities abound. In most states, these inequalities follow a general trend: white and Asian American women enjoy better wages and less poverty than African American, Hispanic, and Native American women.

The economic status of all women is intimately linked to women's well-being in other areas of life and impacts women over the lifespan. For example, a woman's earnings, access to health insurance, and likelihood of poverty may affect her ability to provide a decent quality of life for her family, to maintain her and her family's health, or to move out of a violent or abusive relationship. A woman's access to a good paying job that is family-friendly and offers benefits will also affect her economic standing in old age, by affecting her Social Security benefits and her ability to save and invest for retirement.

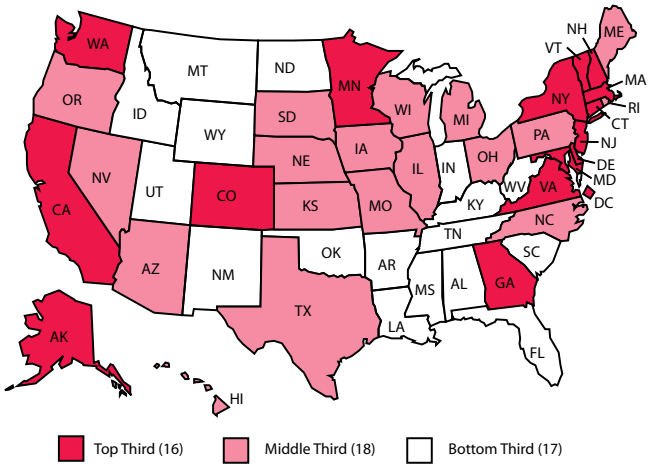
In addition, the economic status of women plays a critical part in the success and growth of every state and the entire country. When women can contribute as full and equal participants in society, they enable cities, states, and the nation as a whole to achieve their full social and economic potential.

This briefing paper on the *Economic Status of Women in Ohio* assesses women's economic status in the state, drawing comparisons with women in other states and with women nationally. The paper highlights what is most promising and disappointing about women's economic progress in Ohio and outlines recommendations for policy and practice that will help the state address the economic barriers women continue to face.

Overview

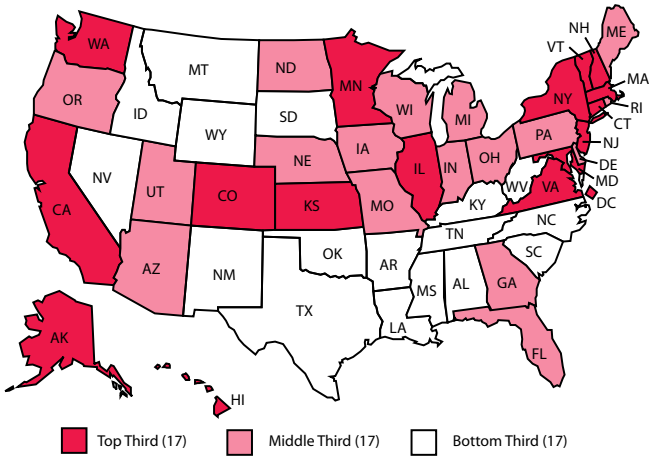
While Ohio's women, like all women in the United States, have witnessed real improvements in their

MAP 1: Employment and Earnings Composite



Note: For methodology and sources, see Appendix II.
Source: Institute for Women's Policy Research 2006.
Calculated by the Institute for Women's Policy Research.

MAP 2: Social and Economic Autonomy Composite



Note: For methodology and sources, see Appendix II.
Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

economic and social status, barriers to their economic equality remain embedded in the state's social and economic fabric. Nationally, Ohio ranks 25th in the nation for women's employment and earnings and 29th for women's social and economic autonomy (see Table 1; for more information about the methodology for the composite indices see Appendix I). These rankings place Ohio in the middle third of all states for both employment and earnings and social and economic autonomy (Maps 1 and 2).

Women in Ohio: What's Promising?

- Ohio ranks in the top third of all states on two indicators of women's economic status: women with health insurance and women-owned businesses.
- Ohio ranks second of five states in the East North Central region for the state's composite employment and earnings score, for the ratio of women's to men's median annual earnings, and for the percent of women above poverty.
- Women of color in Ohio of all races and ethnicities are more likely to have health insurance than their national counterparts.
- The state's Hispanic women earn more than Hispanic women nationally.

Women in Ohio: What's Disappointing?

- Ohio ranks in the bottom half of states on four indicators: women's labor force participation (26th), the wage ratio (30th), women in managerial and professional occupations (34th), and women's educational attainment (39th).
- African American women in Ohio are far less likely to hold at least a four-year college degree or to live above poverty than other women in the state.
- Hispanic women are far less likely to have health insurance than other women in the state.

Ohio joins Illinois, Indiana, Michigan, and Wisconsin as part of the East North Central region. Ohio is second in the region for employment and earnings and fourth for social and economic autonomy.

Ohio women's economic status over time shows little improvement or stagnation on many indicators, and decline on others. For example, since 1989, the state has seen only modest increases in women's earnings and slow improvement in the wage ratio between women and men; women's labor force participation grew between 1994 and 1998, but has stagnated ever since; since 1989 the state has trailed behind the national average for the percent of women with a four-year college degree; and the proportion of women with health insurance has consistently decreased between 1992 and 2005. (Data not shown; data for Ohio

[1]This figure was calculated by taking the average yearly percent change in the wage ratio between 1995 and 2005 and calculating how many years it would take for that percent change to bring the ratio to 100 percent (Institute for Women's Policy Research 2006a).

Table 1. Overview of the Economic Status of Women in Ohio	National Rank*	Regional Rank*	Grade
Composite Employment and Earnings	25	2	C
Women's Median Annual Earnings, 2005[a] ($31,800)	19	3	
Ratio of Women's to Men's Earnings, 2005[a] (74.8%)	30	2	
Labor Force Participation, 2004[b] (60.4%)	26	3	
Percent in Managerial/Professional Occupations, 2002[c] (31.8%)	34	3	
Composite Social and Economic Autonomy Index	29	4	C-
Percent of Women with Health Insurance, 2005[a] (85.9%)	17	3	
Percent of Women 25 and Older with a Four-Year College Degree or More, 2005[a] (22.7%)	39	4	
Women-Owned Businesses, 2002[d] (28.1%)	17	3	
Percent of Women Above the Poverty Line, 2005[a] (88.5%)	19	2	

Notes:*The national rankings are of a possible 51, referring to the 50 states and the District of Columbia. The regional rankings are a maximum of 5 and refer to the states in the East North Central region (IL, IN, MI, OH, and WI).
Source: a) Institute for Women's Policy Research 2006b; b) U.S. Department of Labor, Bureau of Labor Statistics 2006a; c) U.S. Department of Labor, Bureau of Labor Statistics 2004; d) U.S. Department of Commerce, Bureau of the Census 2006b.
Calculated by the Institute for Women's Policy Research.

from past *Status of Women in the States* reports can be found at www.femstats.net).

In Ohio, as in the rest of the nation, disparities along racial and ethnic lines impede women's economic progress. African American and Hispanic women earn less than white and Asian American women and have larger wage gaps with white men. African American women are less likely to be in managerial or professional occupations than white and Asian American women. Additionally, African American and Hispanic women are much less likely to have health insurance and much more likely to be poor than white women in the state.

With below average rankings on many indicators—and large disparities by race and ethnicity—Ohio's women face significant obstacles to economic equality and security that impede both women and the state from reaching their full potential.

Employment and Earnings

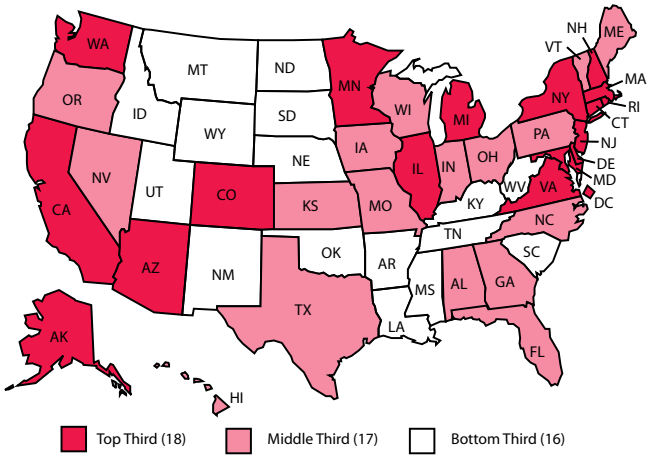
Women in Ohio rank 25th overall on the employment and earnings composite index, earning the state a grade of C on this measure of women's economic status (Table 1). Ohio ranks in the middle third for women's median annual earnings, at 19th in the nation, and for its ratio of women's to men's earnings, at 30th (Maps 3 and 4). The state is also in the middle third for women's labor force participation, at 26th, and for the percent of women in managerial and professional occupations, at 34th in the nation (Maps 5 and 6). These four indicators reflect women's ability to enter and secure equal standing in the labor market.

Ohio's rankings in the bottom half of states for the wage ratio, women's labor force participation, and the proportion of women in managerial and professional occupations indicate that Ohio women continue to face barriers to employment and good-paying jobs. Ohio's ranking for the level of women's earnings is slightly better, but still suggests that improved economic opportunity for women is needed.

Women's Earnings in Ohio

Earnings are the largest source of income for most families, and for dual-earner and single-mother families, women's earnings are crucial to economic

MAP 3: Women's Median Annual Earnings



Note: Median annual earnings for full-time, year-round workers aged 16 and older, 2003-2005.
Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

well-being. In fact, over the years women's earnings have become increasingly important to families' financial status, often helping to keep them above poverty (Cancian, Danziger, and Gottschalk 1993; Cattan 1998; Spalter-Roth, Hartmann, and Andrews 1990; Winkler 1998). While in 1979, wives' earnings accounted for 16 percent of the average family income of middle-quintile, married-couple families with children, in 2000 they accounted for 27 percent of that income (Mishel, Bernstein, and Boushey 2003). Despite the importance of women's earnings to family well-being, women continue to earn less on average than men in every state in the nation.

Ohio women working full-time, year-round earned the same as women nationally in 2005, at $31,800 (Table 1 and Appendix III)[2]. Their earnings are far lower than those of women in

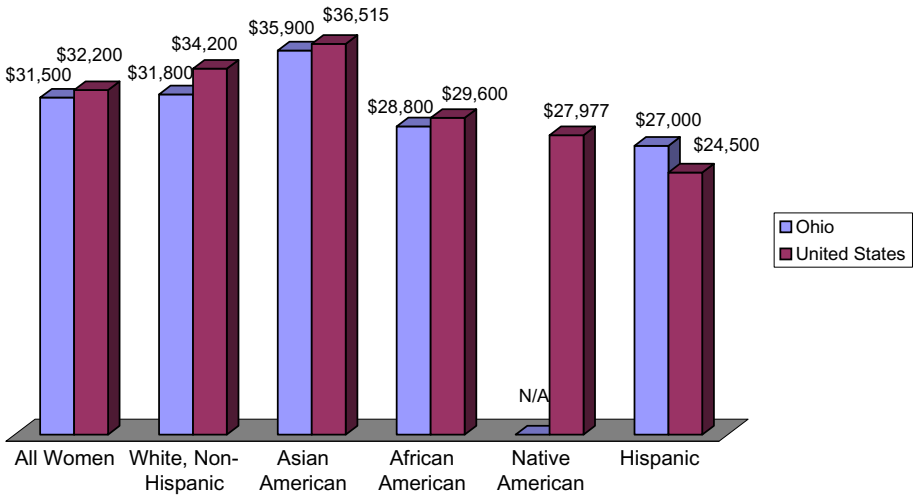
Table 2. Overview of the Status of Women of Color in Ohio
American Community Survey Data

	All Women	White, Non-Hispanic Women	African American Women	Asian American Women	Native American Women	Hispanic Women
Employment and Earnings						
Median Annual Earnings (for full-time, year-round employed women), 2005[a]	$31,500	$31,800	$28,800	$35,900	N/A	$27,000
Earnings Ratio Between Women and White Men, 2005[a]	72.7%	73.4%	66.5%	82.9%	N/A	62.4%
Women's Labor Force Participation, 2005[b]	59.9%	59.8%	61.6%	55.3%	N/A	58.6%
Women in Managerial and Professional Occupations, 2005[c]	35.3%	35.9%	29.6%	52.8%	N/A	N/A
Social and Economic Autonomy						
Percent of Women with a College Education, 2005[d]	22.1%	22.8%	14.3%	55.3%	N/A	N/A
Percent of Women Above the Poverty Level, 2005[e]	86.9%	89.3%	71.4%	87.8%	73.9%	76.3%
Percent of Women with Health Insurance, 2005[f]	85.9%	87.2%	80.3%	88.0%	N/A	69.0%

Notes: N/A = Not Available.
Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics.
Data for women-owned businesses are not available by race and ethnicity.
Source: a) U.S. Department of Commerce, Bureau of the Census 2006c; b) U.S. Department of Commerce, Bureau of the Census 2006d; c)U.S. Department of Commerce, Bureau of the Census 2006e; d) U.S. Department of Commerce, Bureau of the Census 2006f; e) U.S. Department of Commerce, Bureau of the Census 2006g; f) Institute for Women's Policy Research 2006b.
Compiled by the Institute for Women's Policy Research.

[2] Data used to rank and grade the states for women's earnings and the wage ratio, health insurance coverage, educational attainment, and poverty levels come from IWPR tabulations of the Current Population Survey (CPS) of the Bureau of Labor Statistics (BLS). In order to have a large enough sample size to allow for cross-state comparisons with the CPS, IWPR merged three years of survey data referencing the years 2003-2005. Data used to rank and grade the states for women's labor force participation and women in managerial and professional occupations come from the BLS' 2004 and 2002 Geographic Profile of Employment and Unemployment. Data for women's business ownership come from the Census Bureau's 2002 Economic Census. See Appendix I for more on data sources and methodology.

Figure 1. Women's Median Annual Earnings for Full-Time/Year-Round Work in Ohio, by Race and Ethnicity, 2005, American Community Survey



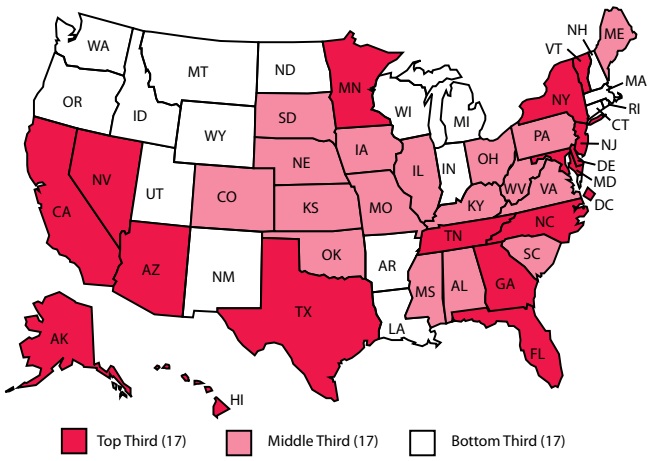
Notes: N/A=Not available.
Source: U.S. Department of Commerce, Bureau of the Census 2006c.
Compiled by the Institute for Women's Policy Research.

The Wage Gap in Ohio

Many factors help explain the difference between women's and men's wages. Earnings are determined partly by the development of job-related skills through education, job training, and workforce experience, and women and men continue to differ in the amount and types of these experiences they attain. Women and men also tend to work in different occupations and industries and to join unions at different rates. Women are still grossly underrepresented in a number of higher paying occupations, such as jobs in science, technology, the District of Columbia ($42,400) and Maryland ($39,300), which rank first and second in the nation, but much higher than the earnings of women in Arkansas and Montana ($24,800), which tied for last place (see Appendix III). Ohio ranks third for women's earnings in the East North Central region, behind Illinois and Michigan, where women earned $33,100 and $32,600, respectively.

Most women of color in the state have lower earnings than white women. In 2005, white women's median annual earnings were $31,800.[3] African American and Hispanic women's median annual earnings fell below that level at $28,800 and $27,000 per year, respectively (see Table 2). Asian American women outearn all groups at $35,900 annually. As shown in Figure 1, white, Asian American, and African American women in Ohio earned less than their national counterparts in 2005. Hispanic women in Ohio earned more than their counterparts did nationally, however.

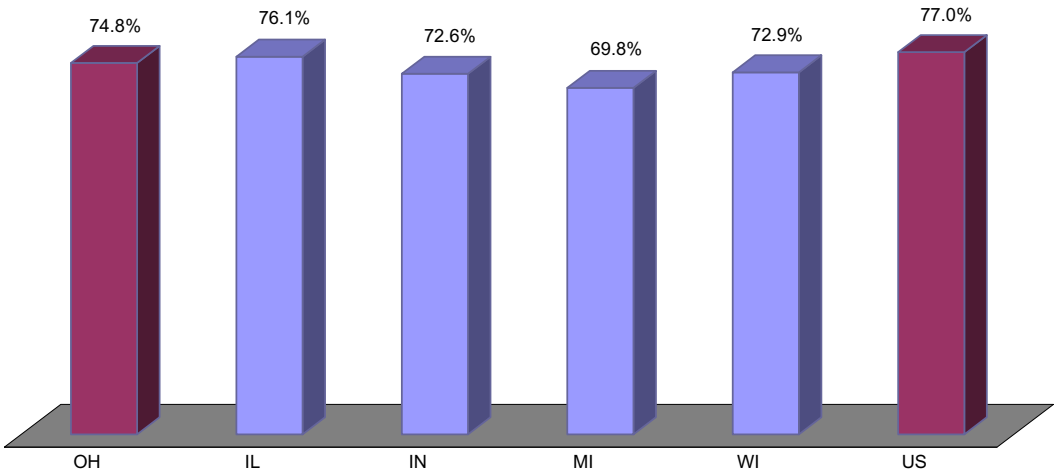
MAP 4: Earnings Ratio Between Employed Women and Men



Note: Ratio of median annual earnings between women and men, aged 16 and older, who work full-time, year-round, 2003-3005.
Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

[3] With the exception of data on health insurance coverage, data disaggregated by race and ethnicity come from the Census Bureau's American Community Survey. These data differ from the data used to rank and grade the states, which comes largely from the Current Population Survey. They are also not comparable with the 2000 Census data used for racial and ethnic breakdowns in IWPR's 2004 Status of Women in the States reports. The data disaggregated by race and ethnicity for health insurance coverage are from the Current Population Survey, and are therefore directly comparable to the health insurance data for all women and men used to rank and grade the states. For more on sources and methodology, see Appendix II.

Figure 2. Ratio of Women's to Men's Full-Time/Year-Round Median Annual Earnings in the East North Central Region, 2005, Current Population Survey



Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

engineering, and mathematics, and in top business jobs. These differences in human capital and job characteristics may also result from discrimination, as women face greater barriers to obtaining education or experience or are discouraged or prevented from entering certain occupations or industries.

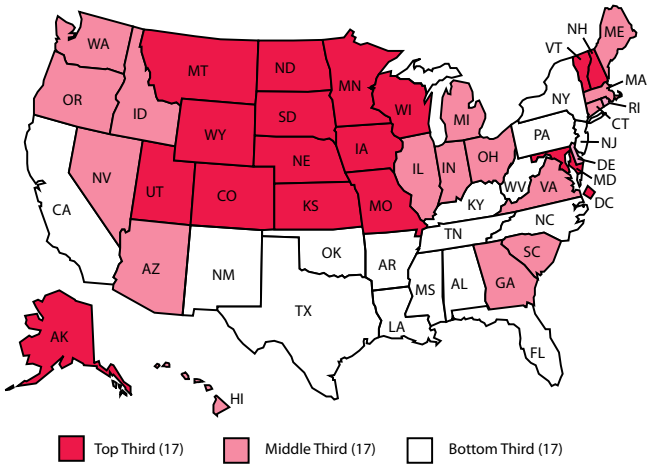
Research by the U.S. Government Accountability Office (2003) shows that for the period from 1983 to 2000, only two-thirds of the gap in women's and men's earnings was explained by the combined effect of differences in worker characteristics like work experience, time out of the labor force, education, industry and occupation, unionization, and work hours. An additional study found that most of the gap in earnings between men and women in 2000 occurred within given occupations (Cotter, Hermsen, and Vanneman 2004). These findings suggest that sex discrimination continues to play a role in maintaining the gap between women's and men's earnings.

In Ohio, the wage ratio between women and men in 2005 was 74.8 percent. Ohio ranks 30th on this indicator, far behind the nation's frontrunners, including the District of Columbia and Arizona where women earn 85.5 percent and 83.8 percent of what men earn, respectively. It is far ahead of Utah and Wyoming, the bottom states, where women earn 65.3 and 60.7 percent of what men earn (Appendix III). Ohio ranks second among the East North Central states for the ratio of women's to men's earnings, behind Illinois (see Figure 2). Every state in the region, however, has a larger wage gap than the nation as a whole.

While women in Ohio earned the same as women nationally, men who worked full-time, year-round in 2005 earned more than their national counterparts, at $42,500 compared with $41,300 (see Appendix III). Thus, while higher earnings opportunities elude women, they are more available to men in Ohio.

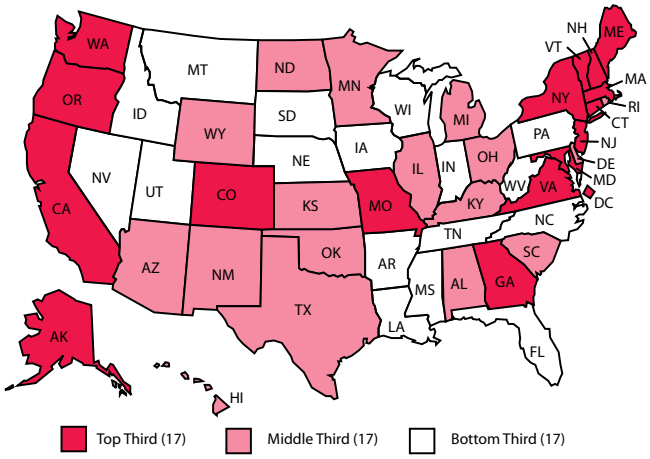
Race- and gender-based earnings disparities in Ohio come to the fore when the wages of women workers are compared to those of white men, typically the most privileged. Asian American women, with the highest earnings among Ohio's women, earned 82.9 percent of what white men earned in 2005. White women, the second highest earning group of women in Ohio, earned less than three quarters, 73.4 percent, of what white men earned. African American women earned two-thirds of what white men earned, at 66.5 percent, and Hispanic women earned less than two-thirds, at 62.4 percent. These disparities underscore the ways in which gender and race intersect to disadvantage women of color, particularly African American and Hispanic women.

MAP 5: Women's Labor Force Participation



Note: Labor force participation for the civilian noninstitutionalized population, aged 16 and older, 2004.
Source: US Department of Labor, Bureau of Labor Statistics, 2006b.
Compiled by the Institute for Women's Policy Research.

MAP 6: Women in Professional and Managerial Occupations



Note: Percent of all women workers aged 16 and older who are employed in managerial or professional specialty occupations, 2002.
Source: US Department of Labor, Bureau of Labor Statistics 2004.
Compiled by the Institute for Women's Policy Research.

Women's Participation in the Labor Force in Ohio

The rise in women's labor force participation over the past half century constitutes one of the most remarkable changes in women's position in the United States. Women from all social, racial/ethnic, and educational backgrounds look for and find work outside of the home. Women's access to the labor market affects their access to other resources that result from employment, like earnings, health benefits, and Social Security benefits later on in life.

Ohio falls in the middle of all states (26th) for the percent of women in the labor force (in other words, women who are employed or unemployed but looking for work) in 2004, at 60.4 percent (Table 1), above the national average for women of 59.2 percent (Appendix III). Ohio ranks third among the East North Central states for the percent of women in the labor force, with Wisconsin first at 66.6 percent and Indiana second at 61.0 percent. Every state in this region has participation rates above the national average. Men in Ohio also participate in the labor force at higher rates than men nationally (73.5 percent compared with 71.8 percent, respectively; see Appendix III).

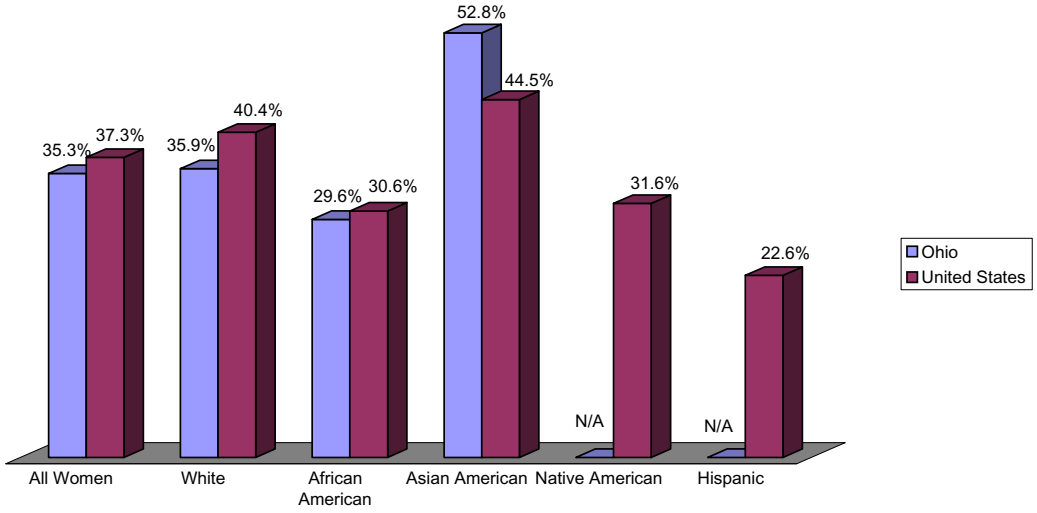
Labor force participation rates differ by women's race and ethnicity as well. In 2005, Asian American women had the lowest labor force participation rates among Ohio's women, at 55.3 percent (Table 2). African American women had the highest, at 61.6 percent. White women (59.8 percent) and Hispanic women (58.6 percent) fell between these groups.

Ohio Women in Managerial and Professional Occupations

The occupations and industries in which women work have a strong influence on their earnings, benefits, and opportunities for growth. For example, women in managerial and professional positions and those who own their own businesses often earn more and have greater job flexibility than those in service jobs (U.S. Department of Labor, Bureau of Labor Statistics 2006b; McCrate 2002). Lower-wage occupations often lack basic benefits, such as health insurance and paid sick leave, which are critical to economic security.

Ohio ranks in the middle of all states, at 26th, for the proportion of women workers in managerial and professional occupations, 31.8 percent in 2002. This puts Ohio below the national average of 35.5 percent, and far below the highest-ranked states: the District of Columbia (52.5 percent), Maryland (43.1 percent), and Virginia (40.3 percent; Appendix III). Ohio ranks third in the East North Central region for the percent of women in

Figure 3. Percent of Women in Professional and Managerial Occupations in Ohio and the United States by Race and Ethnicity, 2005, American Community Survey



Notes: N/A=Not Available.
Source: U.S. Department of Commerce, Bureau of the Census Bureau 2006e.
Compiled by the Institute for Women's Policy Research.

managerial and professional occupations, behind Illinois and Michigan where 33.0 percent and 32.5 percent of women, respectively, hold such occupations.

Women's access to employment in professional and managerial jobs also varies by race and ethnicity. As Figure 3 shows, Ohio's white and African American women were less likely to be in managerial and professional jobs than their national counterparts in 2005. Asian American women were much more likely. In fact, over half of the state's employed Asian American women (52.8 percent) held such occupations, far above the rate of 44.5 percent among Asian American women nationally. Data for Hispanic and Native American women in Ohio were excluded due to small sample sizes.

African American women in Ohio fare the worst. Only 29.6 percent held managerial or professional jobs in 2005, below the rate for their national counterparts as well as for white and Asian American women in the state. The implications for this are far reaching—African American women face a substantial barrier to a category of positions that provide good pay, professional growth, and a host of benefits that would positively impact their economic well-being.

Social and Economic Autonomy

Women in Ohio rank 29th in the nation on the Social and Economic Autonomy index, earning a grade of C-. The state falls in the top third of all states for women's health insurance coverage, at 17th (Map 7). It ranks in the bottom third for women's educational attainment, at 39th, and the middle third for women's poverty levels, at 19th (Maps 8 and 10). Ohio ranks in the top third of states for the percent of women-owned businesses, at 17th (Map 9).

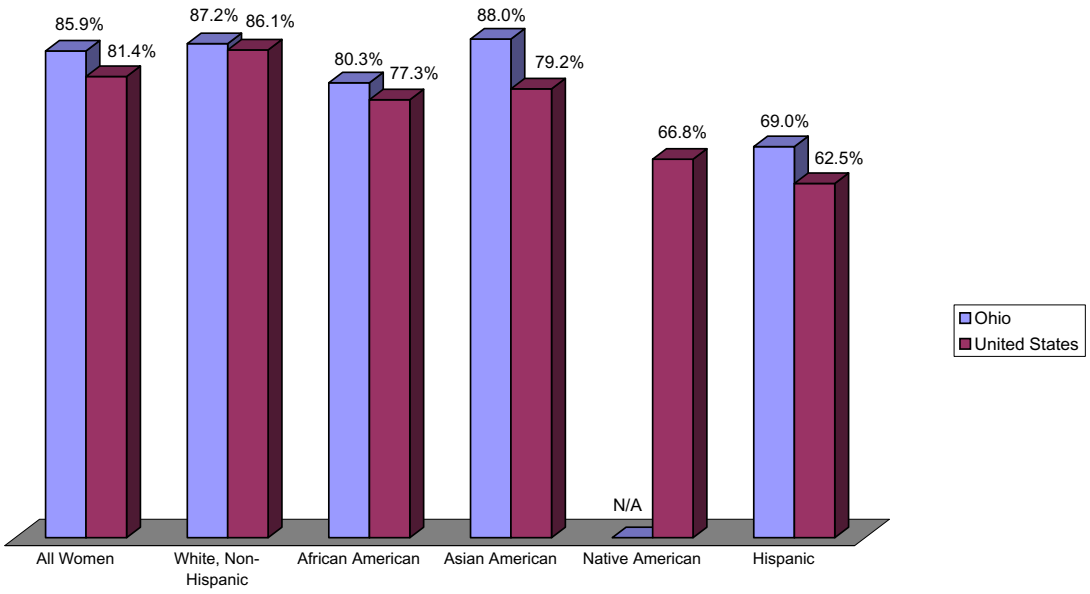
Combined, these indicators reflect women's access to economic opportunity and independence. Ohio's ranking and grade in this area make clear the need for increased investments in women's health care coverage, educational access, entrepreneurship, and poverty reduction to put women on the road to economic independence.

Ohio Women and Health Insurance

Health insurance coverage is critical to women's economic stability. Health problems can create major obstacles to women's ability to work, and employer-provided health insurance coverage improves women's job retention (Lee 2004).

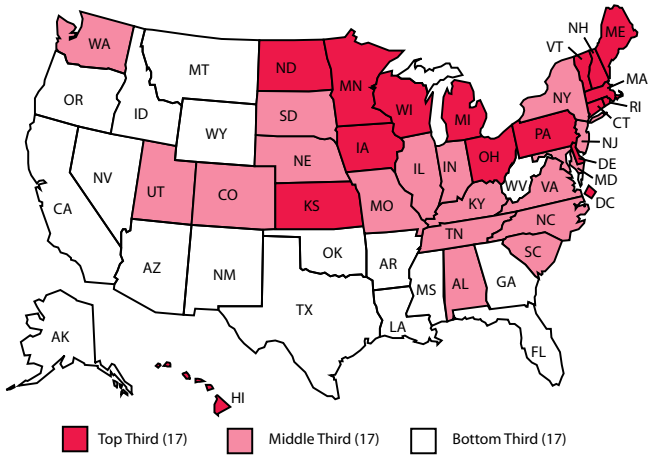
Ohio ranks 17th in the nation for the percent of women with health insurance coverage, at 85.9 percent in 2005 (Table 1). This rate of coverage puts Ohio ahead of the national average of 81.4 percent, but behind states like Minnesota, which ranks first at 91.0 percent, and Hawaii, which ranks second at 88.6 percent (Appendix III). Ohio ranks third of six

Figure 4. Percent of Women 18 to 64 With Health Insurance in Ohio and the United States, by Race and Ethnicity, 2005, Current Population Survey



Notes: N/A=Not Available.
Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

MAP 7: Women with Health Insurance



Note: Percent of all women aged 18 to 64 with health insurance, 2003-2005.
Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

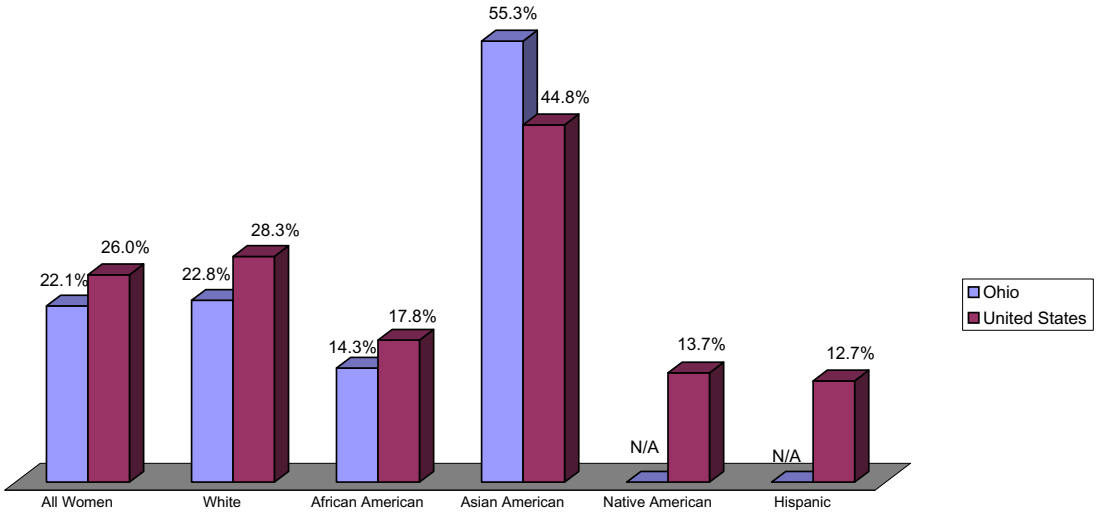
among the East North Central states on this indicator, behind Wisconsin (88.6 percent) and Michigan (86.0 percent) but ahead of Illinois (83.2 percent) and Indiana (82.6 percent; Appendix III).

Women in all racial and ethnic groups in Ohio were more likely to be insured than their national counterparts. Figure 4 shows strong disparities among Ohio's women, however. While 87.2 percent of white women had health insurance in 2005, only 80.3 percent of African American women and 69.0 percent of Hispanic women were insured (data for Native American women in Ohio were unavailable due to small sample sizes). At 88.0 percent, Asian American women were slightly more likely to be insured than white women. Lower rates of insurance coverage for African American and Hispanic women may be attributable to their greater prevalence in jobs that lack health benefits, such as lower-level service jobs. An examination of 2000 Census data by the Institute for Women's Policy Research shows that around a quarter of African American, Hispanic, and Native American women worked in service occupations nationally, compared with 16 percent of white and Asian American women (Caiazza, Shaw, Werschkul 2004).

Women's Educational Attainment in Ohio

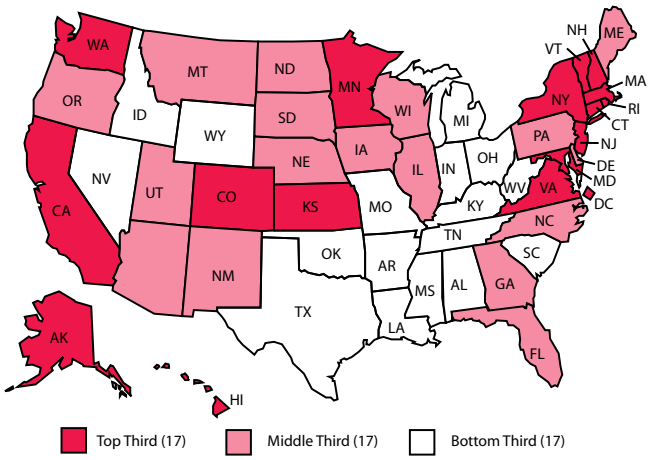
Women's access to education influences their access to the labor market, earnings, and career advancement. Women in the United States have made steady progress in increasing their levels of education. The proportion of women 25 and older with a college degree or more has nearly doubled from 13.6 percent in 1980 (compared with 20.9 percent of men) to 26.5 percent in 2005 (compared with 28.9 percent of men; U.S. Department of Commerce, Bureau of the Census 2006h). Women's gains in educational credentials have not translated into complete equality in earnings and occupational distribution, however. Also, there is still room for improvement for many women of

Figure 5. Percent of Women Aged 25 and Older with a Four-Year College Degree or More in Ohio and the United States, by Race and Ethnicity, 2005, American Community Survey



Notes: N/A=Not Available.
Source: U.S. Department of Commerce, Bureau of the Census 2006f.
Compiled by the Institute for Women's Policy Research.

MAP 8: Women with Higher Education



Note: Percent of women aged 25 and older with a four-year college degree or more, 2003-2005.
Source: Institute for Women's Policy Research 2006a.
Calculated by the Institute for Women's Policy Research.

color who continue to lack access to higher education.

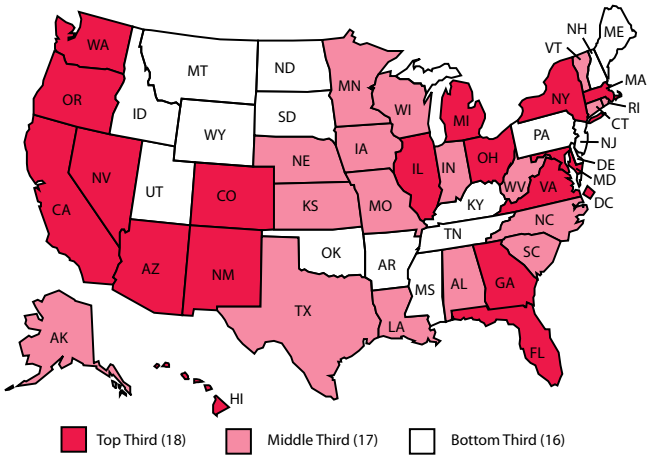
Ohio falls in the bottom third nationally for the proportion of its women aged 25 and older with a four-year college degree or more, at 39th (22.7 percent in 2005). This puts women in the state behind their national counterparts (26.5 percent of whom hold at least a four-year college degree), and far behind the nation's frontrunners, such as the District of Columbia (45.3 percent and 1st in the nation) and Massachusetts (35.6 percent and 2nd). Ohio also ranks low (4th) in the East North Central region for the proportion of women with at least a four-year college degree, ahead of Indiana (21.2 percent) but behind Michigan (23.5 percent), Wisconsin (23.5 percent), and Illinois (27.7 percent). And it is well behind Minnesota, the Midwestern state with the highest ranking on this indicator, at eighth in the nation with 32.3 percent of women holding at least a four-year college degree.

Ohio women's educational attainment differs greatly by race and ethnicity, with 22.8 percent of white women, 55.3 percent Asian American women, and only 14.3 percent of African American women holding a four-year college degree or more in 2005 (data for Hispanic and Native American women were excluded due to unreliability of sample sizes; see Figure 5). Both white and African American women do worse than their national counterparts, but Asian American women in Ohio far exceed Asian American women nationally. The low rate of educational attainment for African American women has serious implications for their ability to move out of low-wage jobs, which they are more likely to hold, and poverty, which they are more likely to experience.

Women's Business Ownership in Ohio

Owning a business can bring women increased control over their working lives and create important financial and social opportunities for them. It can encompass a wide range of arrange-

MAP 9: Women-Owned Businesses



Note: Percent of all firms owned by women, 2002.
Source: US Department of Commerce, Bureau of the Census 2006b.
Compiled by the Institute for Women's Policy Research.

ments, from being a large shareholder in a corporation, to consulting, to providing child care for others in one's home. Overall, both the number and proportion of businesses owned by women have been growing.

Ohio ranks in the top third of all states for women's business ownership at 17th. In 2002, 28.1 percent of businesses in the state were women-owned, almost equal to the national average of 28.2 percent but behind the nation's leading states: the District of Columbia at 33.2 percent, Maryland at 31.0 percent, and New Mexico at 30.9 percent (Appendix III). The state ranks third in its region on this indicator, behind Illinois (29.7 percent) and Michigan (29.6 percent) and ahead of Indiana (27.4 percent) and Wisconsin (26.5 percent).

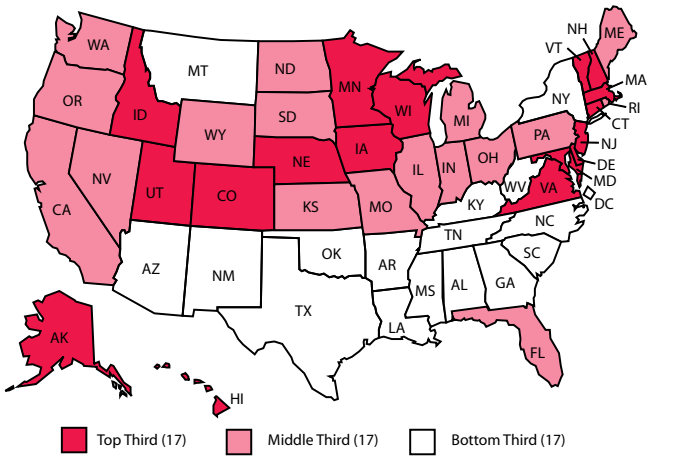
Ohio Women and Poverty

Women bear substantial responsibility for their families' economic well-being, and factors such as the wage gap, women's prevalence in low-paid, female-dominated occupations, and their low relative hours of paid work all impede their ability to ensure their families' financial security, particularly for single mothers. In 2002 single mother families were half of all families living in poverty (Institute for Women's Policy Research 2003).

Ohio ranks 19th in the nation for the proportion of women who live above the poverty line. In 2005, women were less likely to be poor in Ohio than women nationally, with 88.5 percent above poverty compared with 87.3 percent, but more likely to be poor than women in New Hampshire and Minnesota, first and second in the nation with 93.4 and 92.6 percent of their women above poverty, respectively (Appendix III). Ohio ranks highly in the East North Central region on this indicator, second only to Wisconsin, where 89.2 percent of women are above poverty.

Poverty disproportionately affects women of color in Ohio, as it does in the United States as a whole. In 2005, 89.3 percent of white women in Ohio lived above the poverty line, while 87.8 percent of Asian American women did (see Figure 6). In contrast, 76.3 percent of Hispanic women, 73.9 percent of Native American women, and 71.4 percent of African American lived above the poverty line. In other words, approximately one in four African American, Hispanic, and Native American women in Ohio lives in poverty. Their greater likelihood of being poor underscores the disadvantages these women face in the job market.

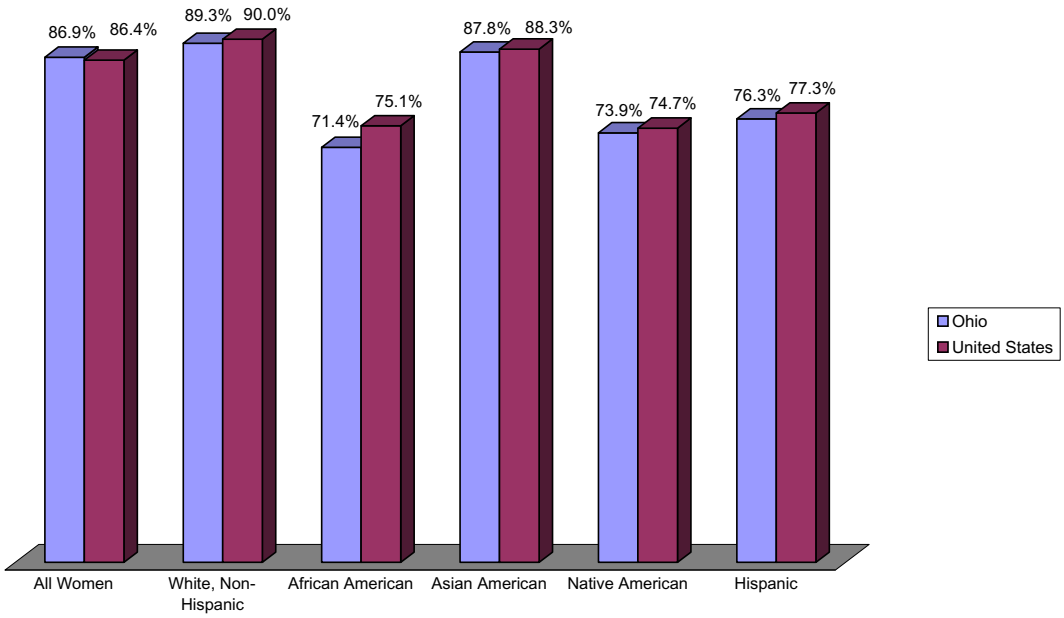
MAP 10: Women Above Poverty



Note: Percent of women living above the official poverty threshold, 2003-2005.
Source: Institute for Women's Policy Research 2006b.
Calculated by the Institute for Women's Policy Research.

[4] The Federal Poverty Threshold for a family of four (with two children) in 2005 (2005 dollars) was $19,806 (U.S. Department of Commerce, Bureau of the Census 2006i).

Figure 6. Percent of Women Aged 16 and Older Living Above the Federal Poverty Line in Ohio and the United States, by Race and Ethnicity, 2005, American Community Survey



Source: U.S. Department of Commerce, Bureau of the Census 2006g.
Compiled by the Institute for Women's Policy Research.

Conclusions and Policy Recommendations

Women in Ohio face substantial challenges that demand attention from policymakers, advocates, and researchers alike. The economic status of the state's women is mediocre at best, with rankings in the bottom half of all states on four of eight indicators—the wage ratio, women's labor force participation, women in managerial and professional occupations, and women's educational attainment. These indicators represent fundamental issues of gender equality and access to opportunity.

Furthermore, disparities by race and ethnicity impede many women of color in the state from equal and sufficient access to higher education, health care, and better paying jobs. The state's African American women in particular lack access to opportunity and resources that allow for economic security and stability. Ohio must invest more in its women, to improve both their status and the economic well-being of the state as a whole. Policies and programs designed to diminish gender- and race-based inequities should be at the forefront of local and state policymaking efforts.

- Ohio should invest in policy options that support women as workers and mothers and as important contributors to the state's economy. High quality, affordable child care services are critical to women's ability to enter the labor market and to find and retain employment. Ohio is to be commended for increasing the value of its refundable tax credits for child and dependent care targeted at low-income families, and should continue to do so (National Women's Law Center 2006). The state should also expand public funds and eligibility through Temporary Assistance to Needy Families and the Child Care Development Fund to ensure poor and low-income Ohio women have access to safe, reliable, and nurturing environments for their children without exhausting their income.
- Ohio's recent raise in the minimum wage (Grant 2006) is a step in the right direction for improving the situation for working women, but state and local policymakers should not stop there. Local living wage ordinances based on good measures of what a family needs to maintain a basic standard of living would greatly improve women's economic well-being. To do this, local governments could adopt an Ohio Self-Sufficien-

cy Standard, such as that calculated by the Women's Fund of the Greater Cincinnati Foundation for its region using methodology developed by Wider Opportunities for Women (The Women's Fund of the Greater Cincinnati Foundation 2005). This measure assesses the wages needed for a basic standard of living that includes family expenses like child care and housing. It is a measure that can serve as an income eligibility guideline for programs and policies designed to help families achieve economic security.

- Women in Ohio would benefit from better state and local data collection that allows for gender- and age-based analysis and evaluation of policy impact and outcomes. Data collection that allows for breakdowns by sex and age will help Ohio's advocates and policymakers understand the differing impacts of policies, programs, and practices on women, men, girls, and boys.
- Women in Ohio need policies that will help to keep them and their families safe from financial hardship due to health problems or accidents. Public health programs like Medicaid should be expanded to reach a wider range of at-risk and uninsured women whose incomes are above the current eligibility limit of 100 percent of the poverty line (Community Research Partners 2004), but who are still in need of public services.
- Women workers in Ohio would benefit from paid time off programs including sick days, parental leave, and time for family care—benefits often least available to the lowest-paid workers. Access to these benefits can be expanded through federal and state policies such as minimum paid time off standards, new temporary disability programs, and extension of existing programs to include family care benefits.
- Ohio should invest in non-traditional job training programs for women, to help move them out of the low-wage labor market and into jobs that are stable and family-friendly, and that provide health and other benefits.
- Ohio's policies should ensure better access to education, which brings with it opportunities for better jobs and better pay for women. Educational attainment should be encouraged among all women in the state, and especially women of color. Policies encouraging women's enrollment in higher education and increased federal and state financial aid and scholarship programs designed to reduce economic barriers would open up doors for women of color in Ohio. African American women's educational opportunities in the state should be a particular focus of investment and scholarship and grant programs.
- Businesses in Ohio should regularly evaluate their wage and promotion practices to ensure that men and women of all races and ethnicities are fairly compensated for their work. Employers could be required by federal, state, or local policies or by union contracts to show that comparable jobs are paid fairly, using tools such as job evaluation systems that measure job content on many dimensions.
- Women's business ownership can be encouraged by increasing contract set-asides for women-owned businesses at all levels of government. Public funds for providing technical assistance and loans to small businesses can also be augmented. Large corporations can enhance their business development policies for contractors and suppliers to improve the success of women owned businesses.
- Ohio women would benefit from policies and practices that promote and encourage women's political leadership and voice, including in elected and appointed government leadership positions. More space for women at the state's decision-making tables will help bring a gender lens and more balanced perspective to public policy-making by affording women a greater opportunity to raise the visibility of and address the social and economic issues they face in their communities. Ohio's political parties and advocacy groups should encourage and promote women to run for political office.

Appendix I. Methodology, Terms, and Sources for the Composite Indices and Grades

Composite Employment and Earnings Index.

This composite index consists of four component indicators: median annual earnings for women, the ratio of the earnings of women to the earnings of men, women's labor force participation, and the percent of employed women in managerial and professional specialty occupations.

To construct this composite index, each of the four component indicators was first standardized. For each of the four indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting values were summed for each state to create a composite score. Each of the four component indicators has equal weight in the composite. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's earnings were set at the median annual earnings for men in the United States as a whole; the wage ratio was set at 100 percent, as if women earned as much as men; women's labor force participation was set at the national figure for men; and women in managerial and professional positions was set at the highest score for all states. Each state's score was then compared with the ideal score to determine the state's grade.

Women's Median Annual Earnings: Median yearly earnings (in 2005 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in each year. Earnings were converted to constant dollars using the Consumer Price Index Research Series (CPI-U-RS), and the median was selected from the merged data file for the three years. Three years of data were used in order to ensure a sufficiently large sample for each state. Sample sizes for women range from 800 in Montana to 6,834 in California; for men, sample sizes range from 1,087 in Louisiana to 10,401 in California. These earnings data have not been adjusted for cost-of-living differences between the states because the federal government does not produce an index of such differences. Although all the data presented combine data from 2003, 2004, and 2005, they are labeled 2005 in the report. Source: Calculations of the 2004-06 Annual Social and Economic Supplement Demographic Files from the Current Population Survey for calendar years 2003-05; Institute for Women's Policy Research 2006b.

Ratio of Women's to Men's Earnings: Median yearly earnings (in 2005 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in each year divided by the median yearly earnings (in 2005 dollars) of noninstitutionalized men aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in each year. See the description of women's median annual earnings, above, for a more detailed description of the methodology and for sample sizes. Source: Calculations of the 2004-06 Annual Social and Economic Supplement Demographic Files from the Current Population Survey for calendar years 2003-05; Institute for Women's Policy Research 2006b.

Women's Labor Force Participation (proportion of the adult female population in the labor force): Percent of civilian noninstitutionalized women aged 16 and older who were employed or looking for work (in 2004). This includes those employed full-time, part-time voluntarily, or part-time involuntarily, and those who are unemployed. Source: U.S. Department of Labor, Bureau of Labor Statistics 2006a (based on the Current Population Survey).

Women in Managerial and Professional Occupations: Percent of civilian noninstitutionalized women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations (in 2002). Source: U.S. Department of Labor, Bureau of Labor Statistics 2004 (based on the Current Population Survey).

Composite Social and Economic Autonomy Index.

This composite index reflects four aspects of women's social and economic well-being: access to health insurance, educational attainment, business ownership, and the percent of women above the poverty level.

To construct this composite index, each of the four component indicators was first standardized. For each indicator, the observed value for the state was divided by the comparable value for the United States as a whole. The resulting values were summed for each state to create a composite score. To create the composite score, women's health insurance coverage, educational attainment, and business ownership were given a weight of 1.0, while poverty was given a weight of 4.0 (in the first three series of reports, published in 1996, 1998, and 2000, this indicator was given a weight of 1.0, but in 2002 IWPR began weighting it at 4.0). The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." The percentage of women with health insurance was set at the highest value for all states; the percentage of women with higher education was set at the national value for men; the percentage of businesses owned by women was set as if 50 percent of businesses were owned by women; and the percentage of women in poverty was set at the national value for men. Each state's score was then compared with the ideal score to determine its grade.

Percent with Health Insurance: Percent of civilian noninstitutionalized women aged 18 through 64 who are insured. Following the methodology used by the Census Bureau, individuals who reported no coverage other than the Indian Health Plan are considered uninsured. Three years of data were used in order to ensure a sufficiently large sample for each state. Although all the data presented combine data from 2003, 2004, and 2005, they are labeled 2005 in the report. Data for this indicator were also disaggregated by race and ethnicity. The data for whites, African Americans, Asian Americans, and Native Americans do not include Hispanics, and Hispanics, who may be of any race, are reported separately. Native Hawaiians and Pacific Islanders were included within Asian American. Source: Calculations of the 2004-06 Annual Social and Economic Supplement Demographic Files from the Current Population Survey for calendar years 2003-05; Institute for Women's Policy Research 2006b.

Educational Attainment: Percent of civilian noninstitutionalized women from ages 25 and older with a four-year college degree or higher. Three years of data were used in order to ensure a sufficiently large sample for each state. Although all the data presented combine data from 2003, 2004, and 2005, they are labeled 2005 in the report. Source: Calculations of the 2004-06 Annual Social and Economic Supplement Demographic Files from the Current Population Survey for calendar years 2003-05; Institute for Women's Policy Research 2006b.

Women's Business Ownership: In 2002, the percent of all firms (legal entities engaged in economic activity during any part of 2002 that filed an IRS Form 1040, Schedule C; 1065; any 1120; or 941) owned by women. This indicator includes five legal forms of organization: C corporations (any legally incorporated business, except subchapter S, under state laws), Subchapter S corporations (those with fewer than 75 shareholders who elect to be taxed as individuals), individual proprietorships (including self-employed individuals), partnerships, and others (a category encompassing cooperatives, estates, receiverships, and businesses classified as unknown legal forms of organization). The Bureau of the Census determines the sex of business owners by matching the social security numbers of individuals who file business tax returns with Social Security Administration records providing the sex codes indicated by individuals or their parents on their original applications for social security numbers. For partnerships and corporations, a business is classified as women-owned based on the sex of the majority of the owners. Source: U.S. Department of Commerce, Bureau of the Census 2006b, based on the 2002 Economic Census.

Percent of Women Above Poverty: In 2003-05, the percent of women living above the official poverty threshold, which varies by family size and composition, in each year. In 2005, the poverty threshold for the family of four (with two children) was $19,806 (in 2005 dollars). Although all the data presented combine data from 2003, 2004, and 2005, they are labeled 2005 in the report. Source: Calculations of the 2004-06 Annual Social and Economic Supplement Demographic Files from the Current Population Survey for the calendar years 2003-05; Institute for Women's Policy Research 2006b.

Appendix II. Methodology for American Community Survey Data on Race and Ethnicity

Using 2005 American Community Survey data published by the Census Bureau, IWPR is able to provide statistics disaggregated by race and ethnicity on a variety of indicators of women's economic status, including earnings, the gender wage ratio, labor force participation, education, and poverty in this report.

The data included in this report for whites, African Americans, Asian Americans, and Native Americans do not include Hispanics, and Hispanics, who may be of any race, are reported separately. In contrast, most data produced by the Census Bureau include Hispanics in whatever racial group they report and then, in addition, note the number who also report being Hispanic. As a result, the numbers in this report for the various racial groups generally differ from Census Bureau numbers.

This report includes Native Hawaiians and Pacific Islanders in the Asian American category for all indicators disaggregated by race and ethnicity except poverty. The Census Bureau does not combine these two groups, and as a result Census Bureau numbers for Asian Americans may differ from those reported here.

Appendix III. How the States Measure Up: Women's Status on the Employment and Earnings Composite Index and Its Components

	Composite Index			Median Annual Earnings Full-Time, Year-Round for Employed Women		Earnings Ratio between Full-Time, Year-Round Employed Women and Men		Percent of Women in the Labor Force		Percent of Employed Women, Managerial or Professional Occupations	
State	Score	Rank	Grade	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	3.77	39	D	$29,700	34	74.3%	32	55.8%	45	33.1%	25
Alaska	4.22	6	B	$36,100	6	77.6%	16	65.6%	7	34.4%	17
Arizona	3.99	17	C+	$32,000	16	83.8%	2	57.4%	42	32.9%	27
Arkansas	3.47	51	F	$24,800	50	71.5%	43	54.9%	49	29.5%	48
California	4.14	11	B-	$35,100	7	82.6%	4	57.6%	39	35.1%	12
Colorado	4.21	8	B	$34,000	10	76.2%	19	65.3%	9	37.1%	7
Connecticut	4.20	9	B	$38,200	4	71.9%	40	60.0%	28	37.2%	6
Delaware	4.00	16	C+	$32,000	16	77.5%	17	61.1%	22	33.8%	20
District of Columbia	4.98	1	A-	$42,400	1	85.5%	1	62.3%	15	52.5%	1
Florida	3.81	35	D+	$30,000	29	80.6%	7	55.4%	47	31.3%	36
Georgia	4.06	13	B-	$31,700	23	83.0%	3	59.2%	33	35.1%	12
Hawaii	3.99	17	C+	$31,800	19	79.5%	10	60.1%	27	33.4%	23
Idaho	3.53	49	F	$27,000	43	67.7%	48	61.3%	20	27.1%	51
Illinois	3.97	20	C+	$33,100	14	76.1%	23	59.7%	29	33.0%	26
Indiana	3.79	38	D+	$30,000	29	72.6%	38	61.0%	23	30.9%	40
Iowa	3.86	30	C-	$29,700	34	75.2%	28	65.4%	8	30.1%	43
Kansas	3.96	21	C	$30,000	29	75.0%	29	64.5%	12	33.8%	20
Kentucky	3.74	41	D	$28,900	37	76.1%	23	55.4%	47	32.3%	29
Louisiana	3.50	50	F	$26,500	45	66.3%	49	54.9%	49	31.1%	38
Maine	3.96	21	C	$30,300	28	75.8%	25	61.0%	23	35.1%	12
Maryland	4.57	2	B+	$39,300	2	82.2%	5	62.3%	15	43.1%	2
Massachusetts	4.27	4	B	$37,200	5	72.0%	39	61.9%	18	39.7%	4
Michigan	3.86	30	C-	$32,600	15	69.8%	47	59.7%	29	32.5%	28
Minnesota	4.23	5	B	$35,000	8	77.8%	14	69.0%	2	33.9%	19
Mississippi	3.56	47	F	$25,800	47	73.7%	33	55.5%	46	30.3%	41
Missouri	3.98	19	C+	$30,800	27	75.3%	27	62.7%	13	34.7%	16
Montana	3.63	43	D-	$24,800	50	72.9%	36	62.0%	17	30.3%	41
Nebraska	3.89	25	C	$28,900	37	75.7%	26	68.5%	3	29.9%	45
Nevada	3.87	29	C	$31,000	24	81.8%	6	59.3%	32	29.6%	47
New Hampshire	4.07	12	B-	$34,000	10	71.1%	45	64.7%	11	34.9%	15
New Jersey	4.28	3	B	$38,900	3	77.8%	14	58.4%	36	37.6%	5
New Mexico	3.61	44	D-	$25,800	47	71.7%	42	57.5%	41	31.9%	33
New York	4.01	15	C+	$33,300	13	78.4%	12	56.2%	44	35.4%	9
North Carolina	3.85	33	C-	$29,800	33	79.7%	9	58.8%	35	31.3%	36
North Dakota	3.80	36	D+	$26,000	46	71.8%	41	67.6%	4	32.1%	32
Ohio	3.89	25	C	$31,800	19	74.8%	30	60.4%	26	31.8%	34
Oklahoma	3.77	39	D	$27,600	41	76.2%	19	57.6%	39	33.3%	24
Oregon	3.91	24	C	$31,000	24	73.1%	35	59.0%	34	35.2%	11
Pennsylvania	3.84	34	C-	$31,800	19	74.8%	30	58.1%	38	31.5%	35
Rhode Island	3.92	23	C	$32,000	16	71.1%	45	61.7%	19	33.6%	22
South Carolina	3.80	36	D+	$27,700	40	73.7%	33	59.5%	31	34.2%	18
South Dakota	3.86	30	C-	$26,900	44	76.9%	18	69.4%	1	30.0%	44
Tennessee	3.70	42	D	$29,000	36	78.0%	13	57.4%	42	28.7%	50
Texas	3.88	28	C	$30,000	29	80.6%	7	58.2%	37	32.3%	29
Utah	3.60	46	D-	$28,000	39	65.3%	50	62.7%	13	28.8%	49
Vermont	4.18	10	B	$31,800	19	79.5%	10	65.8%	6	36.7%	8
Virginia	4.22	6	B	$34,000	10	76.2%	19	60.8%	25	40.3%	3
Washington	4.03	14	C+	$34,100	9	71.3%	44	61.2%	21	35.3%	10
West Virginia	3.56	47	F	$27,600	41	76.2%	19	49.1%	51	31.0%	39
Wisconsin	3.89	25	C	$31,000	24	72.9%	36	66.6%	5	29.8%	46
Wyoming	3.61	44	D-	$25,800	47	60.7%	51	65.3%	9	32.3%	29
United States	**4.00**			**$31,800**		**77.0%**		**59.2%**		**35.5%**	

Appendix III. Continued. How the States Measure Up: Women's Status on the Social and Economic Autonomy Composite Index and Its Components

	Composite Index			Percent of Women with Health Insurance		Percent of Women with Four or More Years of College		Percent of Businesses that are Women-Owned		Percent of Women Living Above Poverty		In Poverty
State	Score	Rank	Grade	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent
Alabama	6.48	47	D-	81.5%	32	19.6%	48	26.4%	31	83.1%	47	16.9%
Alaska	7.13	15	C+	79.3%	39	29.1%	13	26.2%	34	90.0%	9	10.0%
Arizona	6.87	33	D+	78.6%	42	25.2%	26	28.8%	14	85.7%	37	14.3%
Arkansas	6.28	51	F	76.1%	47	17.6%	50	23.7%	48	83.8%	44	16.2%
California	7.12	16	C+	78.0%	43	28.8%	15	29.9%	5	87.5%	31	12.5%
Colorado	7.40	9	B-	81.0%	33	34.2%	6	29.1%	12	89.2%	14	10.8%
Connecticut	7.48	6	B	87.5%	8	34.9%	4	27.2%	23	89.9%	12	10.1%
Delaware	7.04	22	C	86.4%	13	25.4%	24	24.1%	46	90.9%	6	9.1%
District of Columbia	7.72	1	B+	86.9%	10	45.3%	1	33.2%	1	82.2%	49	17.8%
Florida	6.89	31	D+	76.4%	46	24.2%	32	28.4%	16	88.0%	29	12.0%
Georgia	7.02	25	C	79.6%	38	27.5%	20	29.1%	12	86.7%	36	13.3%
Hawaii	7.46	7	B	88.6%	2	30.4%	11	30.1%	4	90.7%	7	9.3%
Idaho	6.79	36	D+	79.8%	37	22.5%	40	23.7%	48	90.0%	9	10.0%
Illinois	7.16	13	C+	83.2%	26	27.7%	18	29.7%	6	88.1%	27	11.9%
Indiana	6.82	34	D+	82.6%	30	21.2%	45	27.4%	21	88.1%	27	11.9%
Iowa	7.03	23	C	87.9%	6	24.0%	34	27.0%	26	89.2%	14	10.8%
Kansas	7.14	14	C+	86.1%	14	28.2%	16	27.2%	23	88.5%	19	11.5%
Kentucky	6.50	46	D-	82.8%	28	19.5%	49	25.7%	39	83.7%	46	16.3%
Louisiana	6.37	49	F	73.2%	50	20.9%	47	26.4%	31	81.6%	51	18.4%
Maine	6.88	32	D+	87.9%	6	25.3%	25	24.0%	47	87.2%	34	12.8%
Maryland	7.55	3	B	83.5%	25	34.6%	5	31.0%	2	89.9%	12	10.1%
Massachusetts	7.54	4	B	88.3%	4	35.6%	2	28.7%	15	89.2%	14	10.8%
Michigan	7.02	25	C	86.0%	15	23.5%	38	29.6%	8	87.8%	30	12.2%
Minnesota	7.57	2	B	91.0%	1	32.3%	8	27.9%	19	92.6%	2	7.4%
Mississippi	6.47	48	D-	78.9%	40	21.8%	42	25.1%	41	82.7%	48	17.3%
Missouri	6.96	29	C-	84.9%	20	23.7%	35	27.4%	21	88.5%	19	11.5%
Montana	6.68	42	D	77.3%	44	24.9%	28	24.4%	44	85.6%	38	14.4%
Nebraska	7.09	19	C	85.2%	19	25.5%	23	26.6%	28	90.3%	8	9.7%
Nevada	6.81	35	D+	78.7%	41	21.4%	44	28.1%	17	88.2%	26	11.8%
New Hampshire	7.42	8	B-	86.0%	15	31.9%	9	24.7%	43	93.4%	1	6.6%
New Jersey	7.40	9	B-	82.8%	28	33.6%	7	26.1%	36	91.4%	4	8.6%
New Mexico	6.69	41	D	73.8%	49	24.4%	30	30.9%	3	82.2%	49	17.8%
New York	7.12	16	C+	83.7%	23	30.6%	10	29.6%	8	84.8%	40	15.2%
North Carolina	6.76	38	D+	81.6%	31	24.2%	32	27.1%	25	84.7%	41	15.3%
North Dakota	7.01	27	C	88.1%	5	27.6%	19	23.3%	50	88.5%	19	11.5%
Ohio	6.96	29	C-	85.9%	17	22.7%	39	28.1%	17	88.5%	19	11.5%
Oklahoma	6.64	43	D	75.3%	48	21.6%	43	25.7%	39	86.9%	35	13.1%
Oregon	7.09	19	C	79.9%	35	27.0%	21	29.5%	10	88.3%	25	11.7%
Pennsylvania	6.97	28	C-	86.6%	12	24.5%	29	26.0%	37	88.5%	19	11.5%
Rhode Island	7.11	18	C	86.8%	11	28.9%	14	26.5%	29	87.5%	31	12.5%
South Carolina	6.71	39	D	80.7%	34	23.6%	37	26.2%	34	85.0%	39	15.0%
South Dakota	6.79	36	D+	85.6%	18	25.0%	27	22.4%	51	87.3%	33	12.7%
Tennessee	6.63	44	D	84.7%	21	21.9%	41	26.0%	37	83.9%	43	16.1%
Texas	6.57	45	D-	70.8%	51	23.7%	35	27.0%	26	84.1%	42	15.9%
Utah	7.09	19	C	83.0%	27	25.9%	22	25.1%	41	91.7%	3	8.3%
Vermont	7.53	5	B	87.2%	9	35.5%	3	26.3%	33	91.4%	4	8.6%
Virginia	7.36	11	B-	84.2%	22	30.4%	11	29.7%	6	90.0%	9	10.0%
Washington	7.18	12	C+	83.7%	23	28.0%	17	29.4%	11	88.5%	19	11.5%
West Virginia	6.34	50	F	77.1%	45	15.2%	51	27.7%	20	83.8%	44	16.2%
Wisconsin	7.03	23	C	88.6%	2	24.3%	31	26.5%	29	89.2%	14	10.8%
Wyoming	6.71	39	D	79.9%	35	21.0%	46	24.4%	44	88.8%	18	11.2%
United States	**7.00**			**81.4%**		**26.5%**		**28.2%**		**87.3%**		

Appendix III. Continued. Selected State-by-State Indicators of Men's Economic Status

State	Median Annual Earnings for Full-Time, Year-Round Employed Men, 2005[a]	Percent of Men Living Above Poverty, 2005[a]	Percent of Men in the Labor Force, 2004[b]	Percent of Men with Four or More Years of College, 2005[a]
Alabama	$40,000	89.5%	70.0%	22.3%
Alaska	$46,500	92.3%	76.6%	25.4%
Arizona	$38,200	89.7%	73.1%	28.2%
Arkansas	$34,700	89.5%	70.1%	19.3%
California	$42,500	89.9%	73.9%	32.4%
Colorado	$44,600	91.5%	80.5%	37.3%
Connecticut	$53,100	93.2%	73.3%	36.8%
Delaware	$41,300	94.2%	72.0%	27.0%
District of Columbia	$49,600	87.9%	73.9%	48.9%
Florida	$37,200	91.4%	69.6%	28.4%
Georgia	$38,200	91.1%	76.0%	27.5%
Hawaii	$40,000	92.9%	69.7%	28.8%
Idaho	$39,900	92.1%	74.8%	27.4%
Illinois	$43,500	90.9%	73.3%	31.1%
Indiana	$41,300	93.2%	73.1%	22.4%
Iowa	$39,500	92.0%	75.3%	25.0%
Kansas	$40,000	91.2%	78.9%	32.8%
Kentucky	$38,000	88.3%	68.9%	20.8%
Louisiana	$40,000	88.1%	67.7%	21.2%
Maine	$40,000	90.6%	71.4%	24.9%
Maryland	$47,800	92.9%	75.0%	36.8%
Massachusetts	$51,700	91.9%	73.7%	40.5%
Michigan	$46,700	90.7%	72.8%	26.7%
Minnesota	$45,000	93.5%	80.3%	34.6%
Mississippi	$35,000	86.3%	68.4%	19.9%
Missouri	$40,900	91.7%	74.1%	27.9%
Montana	$34,000	88.3%	71.2%	26.0%
Nebraska	$38,200	91.7%	80.7%	25.9%
Nevada	$37,900	92.2%	74.2%	24.3%
New Hampshire	$47,800	96.1%	77.9%	28.2%
New Jersey	$50,000	94.1%	74.0%	31.5%
New Mexico	$36,000	87.9%	69.9%	35.1%
New York	$42,500	89.6%	70.3%	37.6%
North Carolina	$37,400	90.2%	73.6%	25.2%
North Dakota	$36,200	92.3%	77.1%	26.6%
Ohio	$42,500	91.9%	73.5%	24.6%
Oklahoma	$36,200	89.9%	71.3%	24.9%
Oregon	$42,400	91.0%	73.5%	28.6%
Pennsylvania	$42,500	92.6%	71.6%	27.5%
Rhode Island	$45,000	92.4%	71.5%	29.1%
South Carolina	$37,600	89.6%	71.2%	24.3%
South Dakota	$35,000	89.7%	78.1%	25.5%
Tennessee	$37,200	89.0%	69.9%	23.6%
Texas	$37,200	87.8%	76.4%	26.7%
Utah	$42,900	92.5%	79.5%	32.2%
Vermont	$40,000	93.5%	75.9%	32.8%
Virginia	$44,600	92.9%	74.3%	33.3%
Washington	$47,800	91.7%	74.7%	33.6%
West Virginia	$36,200	88.4%	60.8%	15.6%
Wisconsin	$42,500	92.2%	77.2%	25.9%
Wyoming	$42,500	93.1%	77.3%	22.0%
National	**$41,300**	**90.8%**	**71.8%**	**29.1%**

See Appendix I for Methodology.

Appendix IV. Basic Demographic Statistics for Ohio and the United States

	Ohio	United States
Total Population, 2005 [a]	11,155,606	288,378,137
Number of Women, All Ages, 2005 [b]	5,732,190	147,103,173
Sex Ratio (women to men, aged 18 and older), 2005 [b]	1.06	1.04
Median Age, 2005 [c]	39	37.6
Proportion of Women Over Age 65, 2005 [b]	14.5%	13.5%
Distribution of Women by Race and Ethnicity, All Ages, 2005 [d]		
White, Non-Hispanic	82.8%	66.8%
Black or African American	11.9%	12.5%
American Indian and Alaska Native	N/A	0.7%
Asian American alone	1.4%	4.3%
Native Hawaiian and Other Pacific Islander	N/A	0.1%
Some other race	N/A	0.3%
Two or more races	1.4%	1.4%
Hispanic	2.1%	13.9%
Distribution of Households by Type, 2005 [e]		
Total Number of Family and Nonfamily Households	4,507,821	111,090,617
Married-Couple Families (with and without their own children)	49.4%	49.7%
Female-Headed Familes (with and without their own children)	12.7%	12.6%
Male-Headed Families (with and without their own children)	4.1%	4.6%
Nonfamily Households	33.7%	33.1%
Distribution of Women Aged 15 and Older by Marital Status, 2005 [f]		
Never married	24.5%	25.5%
Now married	53.1%	53.6%
Separated	2.0%	2.6%
Other	1.2%	2.0%
Widowed	10.1%	9.4%
Divorced	12.2%	11.5%
Number of Lesbian Unmarried Partner Households, 2000 [g]	9,671	293,365
Proportion of Women Aged 21-64 with a Disability, 2005 [h]	14.1%	12.9%
Percent of Families with Children Under Age 18 Headed by Women, 2005 [i]	25.4%	24.5%
Proportion of Women Living in Metropolitan Areas, All Ages, 2000 [j]	80.8%	82.8%
Proportion of Women Who Are Foreign-Born, All Ages, 2005 [k]	3.4%	12.1%
Percent of Federal and State Prision Population Who Are Women, 2005 [l]	N/A	7.0%

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Some other race, and Two or more races) do not include Hispanics.
Source: a) U.S. Department of Commerce, Bureau of the Census 2006j; b) U.S. Department of Commerce, Bureau of the Census 2006k; c) U.S. Department of Commerce, Bureau of the Census 2006l; d) U.S. Department of Commerce, Bureau of the Census 2006m; e) U.S. Department of Commerce, Bureau of the Census 2006n; f) U.S. Department of Commerce, Bureau of the Census 2006o; g) U.S. Department of Commerce, Bureau of the Census 2000; h) U.S. Department of Commerce, Bureau of the Census 2006p; i) U.S. Department of Commerce, Bureau of the Census 2006q; j) Population Reference Bureau 2000; k) U.S. Department of Commerce, Bureau of the Census 2006r; l) U.S. Department of Justice, Bureau of Justice Statistics 2006.
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