



Where Do Floridians Fall on the Gender Wage Gap?

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? Is gender significant in predicting a Floridian's wage?

? Do the average wages of men and women vary by county in Florida?

Background:

The National Partnership of Women and Families reported women make 83 cents for each dollar earned by men in Florida. The gender pay gap has traditionally been explained by scholars using the glass ceiling theory, human capital, and industry. In American society, pay is a strong indication of how a person is valued in the labor market. Women make up approximately half of the workforce, yet on average earn significantly less than men.

Preliminary Results

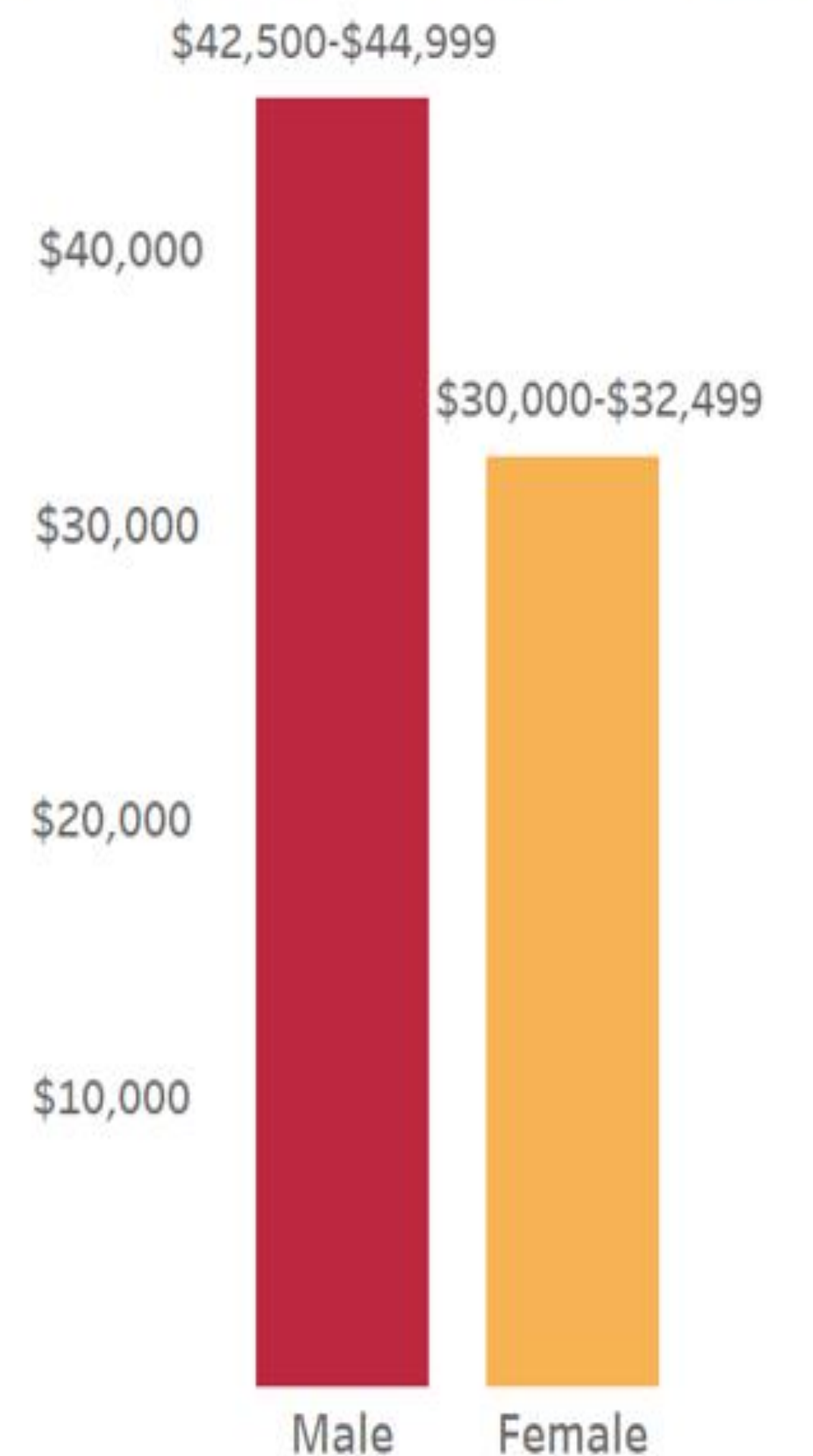
Model 1: $Earnings = \beta_0 + \beta_1*(hours\ worked\ weekly) + \beta_2*(gender) + \beta_3*(educational\ attainment) + \beta_4*(age) + \beta_5*(Industry) + \beta_6*(race) + \beta_7*(Total\ earnings) + \epsilon$

- Gender, educational attainment, age, industry, total earnings, and hours worked weekly are significant in predicting earnings in Florida at the 1% level.
- If a person is female their earning level is predicted to decrease by approximately \$6,700 income levels compared to if the person is male.

Model 2: *Testing for a difference in means of earnings by Gender within each county*

- The average salaries of men and women are not the same across all Florida counties.
- The true average difference in means is between \$10,970.75 and \$14,152.5 (95% confidence).

Average Income by Gender



Policy Implications and Future Research

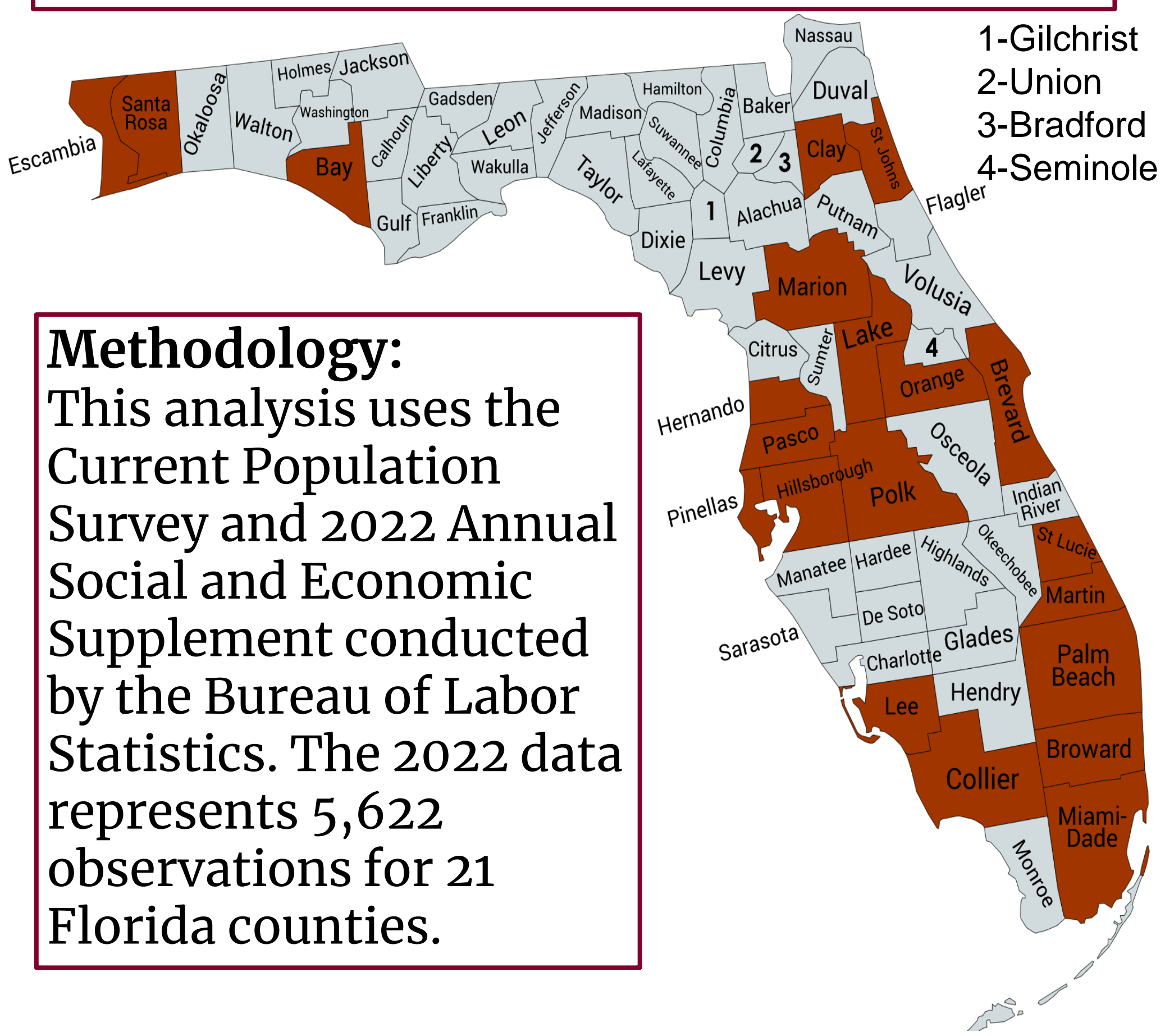
The average earnings in the state of Florida were found to be in the range of \$35,000 to \$37,499. Meanwhile, the average earnings of women in the state of Florida were in the range of \$30,000 to \$32,499 and those of men were found to be \$42,500 to \$44,999. In order to decrease the gender wage gap, more inclusive policies are necessary to further incorporate women into leadership positions. A potential policy improvement includes promoting paternity leave to help lessen the gender wage gap by encouraging men to play a larger role in childcare.

Although studies report that women are less likely to work premium-pay hourly shifts during weekends and holidays due to childcare responsibilities (Bolotnyy and Emmanuel, 2018), future research should examine family-friendly policies in the industry. Averages should not be overlooked because they remain the most compelling metric to inform policy decisions.

Acknowledgments & References

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Please scan the QR for references.



Methodology:

This analysis uses the Current Population Survey and 2022 Annual Social and Economic Supplement conducted by the Bureau of Labor Statistics. The 2022 data represents 5,622 observations for 21 Florida counties.