

THE STATUS OF WOMEN IN NORTH CAROLINA: EMPLOYMENT & EARNINGS



**Council for Women &
Youth Involvement**
Department of Administration



**STATUS OF WOMEN
IN THE STATES** 

About This Report

The Status of Women in North Carolina: Employment & Earnings is the first in a series of four publications on women's status in North Carolina commissioned by the North Carolina Council for Women and Youth Involvement. The other publications will cover Health & Reproductive Rights, Poverty & Opportunity, and Political Participation. The report builds on the Institute for Women's Policy Research's long-standing report series, *The Status of Women in the States*, which has provided data on the status of women nationally and for all 50 states plus the District of Columbia since 1996, including a Status of Women North Carolina report in 2013, as well as a series of briefing papers for specific geographic areas within the state. *The Status of Women in the States* publications use data from U.S. government and other sources to analyze women's status across multiple issue areas. These reports have been used to highlight women's progress and the obstacles they continue to face and to encourage policy and programmatic changes that can improve women's opportunities.

About the North Carolina Council for Women and Youth Involvement

The North Carolina Council for Women and Youth Involvement, a division of the North Carolina Department of Administration, was established in 1963. The state agency advises the Governor, state legislators, and leaders on issues that impact women and youth by: raising awareness of the impact of violence against women and directing available resources to serve victims in communities across the state; providing resources, training, and outreach to support anti-human trafficking efforts; collecting and distributing information about the status of women in North Carolina; acting as a resource for local and regional councils/commissions for women; collaborating with other groups and individuals working on behalf of women; assuring that necessary services, policies, and programs are provided to those in need and strengthening existing programs; monitoring and ensuring accountability of state grant funding to support services for domestic and sexual violence survivors; and enhancing the quality of life of children and youth through leadership development and experiential education.

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The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. IWPR's research strives to give voice to the needs of women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. IWPR works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the Program on Gender Analysis in Economics at American University.

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The Status of Women in North Carolina: Employment & Earnings

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Executive Summary

Introduction

Women in North Carolina and the United States overall have made economic progress over the past several decades—they have joined the labor force in increasing numbers, earned higher wages, and increasingly entered into managerial and professional occupations, which tend to be better paying and more likely to provide benefits such as health insurance, retirement plans, and paid leave. Despite these gains, wide disparities in the employment and earnings of North Carolina women by race and ethnicity, as well as across different geographic areas in the state, indicate that there is still need for improvement.

This report examines the status of women in North Carolina in terms of their employment, earnings, and occupations. The report includes an Employment & Earnings Composite Index comprised of four indicators—women’s median annual earnings, the gender wage ratio, women’s labor force participation rate, and the share of employed women in managerial or professional occupations—that provide a basis to rank and grade each of the 50 states and the District of Columbia. The report explores trends over time in North Carolina and, whenever possible, analyzes data by county and metropolitan area and differences by race and ethnicity.

The Status of Women in North Carolina: Employment & Earnings is the first report in a series of four publications that discuss data and recommend policies to improve North Carolina women’s status in several key areas. As a resource for advocates, employers, philanthropists, policymakers, and other stakeholders, *The Status of Women in North Carolina* series provides the research and analysis necessary to make data-driven decisions about how to prioritize investments, set programmatic goals and strategies, and shape public policies to improve the lives of women and families.

Key Findings

Employment & Earnings Trends

- North Carolina’s receives a grade of C for women’s employment and earnings, which is better than the D the state earned when *The Status of Women in the States* was published in 2004. North Carolina women’s median annual earnings have risen and the gender wage gap has narrowed. Although a larger share of employed women work in managerial and professional occupations, which generally have higher wages and are more likely to offer employment benefits, the share of women in the labor force has declined.

Earnings and the Gender Wage Gap

- In North Carolina and all states, women working full-time, year-round earn less than men. Median annual earnings for women in North Carolina are \$36,400, placing the state 32nd in the nation, compared with \$45,000 for men. The gender wage ratio in North Carolina is 80.9 percent, a gap of 19.1 percent.
- If the median annual earnings of women and men in North Carolina who are employed full-time, year-round continue to change at the rate they did between 1959 and 2015, the gender wage gap in North Carolina will not close until 2060.

If current trends continue, working women in North Carolina will not see equal pay until the year **2060**.

- If working women in North Carolina were paid the same as comparable men—men who are the same age, have the same level of education, work the same number of hours, and have the same urban/rural status—the average earnings increase for women would be \$6,628, equivalent to a raise of over 19 percent. Added up across all working women in the state, the increase would amount to \$15.6 billion, which equals 3.0 percent of North Carolina’s gross domestic product in 2016. The increase in earnings would reduce the poverty rate among working women by more than half.
- While higher levels of education generally lead to higher earnings, education does not eliminate the gender wage gap. Comparing women and men with the same level of education,

the gender wage gap is largest for those at the highest and lowest levels—those with a bachelor’s or advanced degree and those who have not completed high school. Women with a bachelor’s or advanced degree earn 67.6 cents for every dollar earned by a man with the same educational attainment, and women with less than a high school education earn 66.7 cents for every dollar a similarly educated man earns.

- North Carolina women’s earnings vary widely by race and ethnicity, ranging from a high of \$40,553 for Asian/Pacific Islander women who work full-time, year-round to a low of \$24,332 for Hispanic women. Hispanic women in the state earn just 49 percent of White men’s earnings.
- Among North Carolinians, women who were born in the United States and are employed full-time, year-round have median earnings \$6,600 higher than foreign-born women; the difference for men is even larger, at \$10,000.
- Across North Carolina, women’s median earnings range from a low of about \$25,000 annually in Washington County, to a high of \$47,555 in Orange County. Across North Carolina’s 12 metropolitan areas, median annual earnings for women working full-time, year-round range from \$31,061 in Rocky Mount to \$43,290 in Raleigh. The gender earnings ratios in metropolitan areas are between 78.2 and 83.9 percent. In 11 of the 100 counties, women earn 90 percent or more of what men earn; in nine counties women earn less than 75 percent of men’s earnings.

Women’s Labor Force Participation

- North Carolina ranks in the bottom third in the nation, 36th, for the share of women in the labor force, 57.3 percent. Among women in the state, Black women are the racial/ethnic group most likely to be in the labor force, followed by multiracial women or those of another race. American Indian and White women have the lowest labor force participation rates.
- Black women in North Carolina are slightly more likely to be in the labor force than Black men. For all other racial and ethnic groups, men are more likely to be in the labor force than women of the same race or ethnicity.

If working women in North Carolina were paid the same as comparable men, the increase would amount to **\$15.6 billion**, which is equivalent to 3.0 percent of the state’s GDP in 2016.

- Compared with women in North Carolina who are foreign-born, those born in the United States have similar labor force participation rates. Among men in the state, those born outside the United States have a much higher labor force participation rate (83.6 percent) than those born in the United States (65.4 percent).
- Parents of dependent children in North Carolina are more likely to be in the labor force than those without children. Two-thirds of mothers with children under five are in the labor force, and nearly three-quarters of mothers with children under 18 work.
- In North Carolina and the United States as a whole, women are more likely than men to be employed part-time. About 28 percent of employed women in North Carolina work part-time, compared with 15 percent of men. There are large disparities in the share of women and men who cite childcare problems or other family or personal obligations as the reason they usually work part-time; over 22 percent of women who work part-time point to these issues, compared with about four percent of men who work part-time.
- Comparing White, Black, and Hispanic men and women in the state, Hispanic men have the lowest unemployment rate, 2.1 percent, and Hispanic women have the highest rate, 9.6 percent. Both Black women and men have comparatively high unemployment rates, 7.9 and 8.2 percent, respectively, while White women and men have low unemployment rates at 4.1 and 3.9 percent. Married women and men have much lower unemployment than single women with children.
- There is large variation in women’s labor force participation rates across North Carolina, ranging from a low of 40.3 percent in Graham County to a high of 65.9 percent in Mecklenburg County.

Employment and Earnings by Occupation and Sector

- More than two in five employed women (41.6 percent) in North Carolina work in managerial or professional occupations, which tend to have higher earnings and are more likely to offer employer-provided benefits, such as paid sick leave and health insurance. Among employed women, Asian/Pacific Islander and White women are the most likely to be in managerial or professional occupations, and Hispanic women are the least likely.
- Employed women in North Carolina are much more likely than employed men to work in office and administrative support occupations, and much less likely than men to work in natural resources, construction, and maintenance occupations. The gender wage gap is smallest for those in office and administrative support jobs, where women earn 91.7 percent of men’s earnings. In sales occupations, women earn just 60 cents for every dollar earned by a man in the same occupation.

Policy Recommendations

Policymakers, employers, funders, and advocates can support policies and programs to reduce barriers and ensure equity in North Carolina women’s employment and earnings. The benefits of increasing the share of women in the labor force, closing the gender wage gap, and increasing women’s representation in a wider range of occupations would extend beyond individual women to their families, communities, and the entire state.

Continuing to improve the status of women in the state would allow more women and families to achieve economic security, reduce the number of people in poverty, and grow the state economy, potentially attracting more women and businesses in the future.

- North Carolina employers and elected officials can take steps to narrow the gender wage gap, especially the very large gap experienced by some women of color:
 - Proactively enforce existing legislation regarding fair labor standards and strengthen protections against retaliation for those who discuss their pay to determine whether they are being underpaid relative to comparable employees.
 - Pass legislation that bars employers from requiring potential employees to submit previous salary history, which can perpetuate wage inequality. As of February 2018, California, Delaware, Massachusetts, Oregon, and Puerto Rico have enacted such legislation, along with New York City and San Francisco.¹
 - Require employers to increase transparency in their hiring, compensation, and promotion practices by formalizing the criteria for setting wages upon hiring and the steps necessary for promotion and raises, thereby reducing the likelihood of discrimination based on gender, race, ethnicity, or other factors.
 - Increase the minimum wage in North Carolina to improve economic security for women, who are disproportionately represented among low-wage workers, and require that domestic workers receive the minimum wage, overtime pay, and other labor protections.
 - Conduct and promote audits of employee salaries to monitor and address gender pay differences.
- Create policies to support work-life balance. Like the vast majority of states, North Carolina has not passed paid leave legislation. Few low-wage workers in the state receive employer-provided benefits such as paid sick and safe days, paid family and medical leave, and predictable schedules. Because women are more likely than men to have unpaid caregiving responsibilities, these benefits are vitally important to help women remain and advance in the workforce. Paid leave policies also benefit businesses in the form of higher productivity and lower employee turnover.
- Expand publicly-funded child care and early education. Increasing the availability of affordable, quality child care and raising the threshold for child care subsidy eligibility could improve parents' earnings by ensuring that eligible parents receive child care whether they are employed, looking for work, or pursuing education.
- Support women business owners. Encourage public and private sector investment in women-owned and minority-women-owned businesses. Provide technical assistance to women to help them to identify opportunities and financing to start or to grow their business. Compared with businesses owned by men, businesses owned by women are far more likely to have no start-up or expansion capital and, among those that do, most use their own personal or family savings. Addressing the lack of access to financing options could mitigate some of the risk of business ownership and encourage women, especially low-income women, to pursue business ownership as a path to financial stability.
- Advocate for employers to promote paid internships, training, apprenticeships, and recruitment for women in high-growth occupations with low female participation, such as construction, information technology, transportation, and engineering. To reduce occupational segregation by gender and get more women into higher-paying jobs, educators and counsellors should ensure that career advice for women and girls explicitly addresses the earnings and growth potential of different fields of study and occupations.

¹ New York City is the first jurisdiction where the ban took effect, in October 2017; it is too soon to know the impact of this type of legislation on women's earnings (Milligan 2018).

Employment & Earnings

Introduction

In North Carolina and across the United States, women have made significant strides over the past several decades in the area of employment and earnings. A growing share of women are in the labor force, the gender wage gap has decreased, and more women are in professional and managerial occupations. Despite this progress, women in North Carolina face disparities in their economic security across racial and ethnic groups and geographic locations, pointing to areas where further improvement is necessary.

This report provides data and analysis on the status of women in North Carolina in terms of their employment, earnings, and occupations, and an appendix with demographic tables. It includes an Employment & Earnings Composite Index, explores trends over time in North Carolina and, whenever possible, analyzes data by county and examines differences by race and ethnicity.

The Status of Women in North Carolina: Employment & Earnings is the first report in a series of four publications that present data and policy recommendations to improve the status of women in North Carolina in several key areas. Future publications will include *Poverty & Opportunity*, which will examine factors related to women's economic security and access to opportunity; *Health & Reproductive Rights*, which will explore aspects of women's health, preventive care, experiences of violence, and access to reproductive services; and *Political Participation*, which will look at women's participation in voting and representation in elected offices at every level of government.

As a resource for advocates, philanthropists, policymakers, and other stakeholders, *The Status of Women in North Carolina* series provides the research and analysis necessary to make data-driven decisions about how to prioritize investments, programs, and public policies.

The Employment & Earnings Composite Score

The Employment & Earnings Composite Index is comprised of four indicators used to compare, rank, and grade states: median annual earnings for women who work full-time, year-round; the earnings ratio between women and men employed full-time, year-round; the percent of women in the labor force; and the percent of employed women who work in managerial or professional occupations. States' scores on the Employment & Earnings Composite Index range from 3.53 to 5.32, with higher scores indicating better performance in this domain and corresponding to better letter grades (Table 1; see Appendix I for an explanation of how the Index is calculated and grades are assigned).

- North Carolina earns a grade of C and a national ranking of 31st on the Employment & Earnings Composite Index (Table 1).
- North Carolina ranks in the middle third in the nation for women's median annual earnings (ranking 32nd of 51), the gender earnings ratio (ranking 18th), and the share of employed women in managerial or professional occupations (ranking 23rd; Table 1). The state ranks in the bottom third for the percent of women in the workforce (ranking 36th).

Table 1.

How North Carolina Measures Up: Women's Status on the Employment & Earnings Composite Index and Its Components, 2016

State	Composite Index			Median Annual Earnings for Women Employed Full-Time, Year-Round		Earnings Ratio Between Women and Men Employed Full-Time, Year-Round		Percent of Women in the Labor Force		Percent of All Employed Women in Managerial or Professional Occupations	
	Score	Rank	Grade	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	3.65	47	D-	\$34,400	44	74.8%	44	53.2%	50	39.4%	39
Alaska	4.29	8	B	\$47,000	7	78.3%	33	64.6%	4	42.9%	15
Arizona	3.87	35	C-	\$38,000	26	84.4%	6	54.5%	46	38.6%	44
Arkansas	3.67	45	D-	\$32,000	50	80.0%	21	53.8%	47	39.3%	40
California	4.22	13	B	\$45,000	8	90.0%	1	57.1%	38	41.1%	28
Colorado	4.29	8	B	\$43,000	14	86.0%	5	62.5%	14	44.5%	11
Connecticut	4.39	4	B+	\$50,000	2	76.9%	38	62.8%	13	45.9%	5
Delaware	4.13	16	B-	\$41,200	16	82.4%	14	57.8%	34	45.0%	9
District of Columbia	5.32	1	A	\$65,000	1	86.7%	4	67.4%	1	60.7%	1
Florida	3.82	36	D+	\$35,000	38	87.5%	3	53.7%	48	38.8%	42
Georgia	3.97	24	C+	\$38,000	26	82.6%	13	58.1%	30	41.1%	28
Hawaii	3.95	27	C	\$40,000	17	81.6%	15	60.9%	16	37.0%	49
Idaho	3.62	49	F	\$34,000	45	75.6%	41	54.9%	43	36.7%	50
Illinois	4.07	19	C+	\$42,000	15	79.2%	31	60.6%	18	41.2%	25
Indiana	3.69	43	D	\$35,100	37	71.6%	48	59.4%	23	37.3%	48
Iowa	3.99	22	C+	\$38,000	26	76.5%	39	63.0%	11	41.7%	21
Kansas	3.97	24	C+	\$37,000	31	77.1%	37	61.7%	15	42.5%	17
Kentucky	3.76	39	D+	\$36,000	33	80.0%	21	54.8%	44	38.4%	45
Louisiana	3.64	48	D-	\$34,500	43	69.0%	51	56.1%	40	39.6%	38
Maine	4.08	18	B-	\$40,000	17	83.3%	8	58.7%	27	43.1%	13
Maryland	4.54	2	B+	\$50,000	2	83.3%	8	64.1%	8	47.8%	3
Massachusetts	4.53	3	B+	\$50,000	2	80.6%	19	63.5%	10	49.4%	2
Michigan	3.92	30	C	\$40,000	17	80.0%	21	57.4%	35	38.9%	41
Minnesota	4.35	7	B	\$44,000	9	83.0%	12	65.7%	3	45.1%	8
Mississippi	3.53	51	F	\$31,300	51	74.5%	46	53.4%	49	37.4%	47
Missouri	3.88	33	C-	\$36,000	33	80.0%	21	59.1%	25	40.1%	33
Montana	3.72	40	D	\$33,000	49	70.2%	49	59.5%	21	41.4%	24
Nebraska	3.93	29	C	\$36,000	33	75.0%	43	64.4%	6	41.2%	25
Nevada	3.67	45	D-	\$36,000	33	80.0%	21	58.6%	28	31.7%	51
New Hampshire	4.27	10	B	\$44,000	9	81.5%	16	64.4%	6	43.7%	12
New Jersey	4.37	6	B+	\$50,000	2	80.6%	19	59.8%	19	45.3%	7
New Mexico	3.82	36	D+	\$35,000	38	83.3%	8	54.7%	45	40.0%	35
New York	4.38	5	B+	\$47,500	6	89.6%	2	58.3%	29	44.6%	10
North Carolina	3.90	31	C	\$36,400	32	80.9%	18	57.3%	36	41.6%	23
North Dakota	4.16	15	B-	\$40,000	17	80.0%	21	66.4%	2	42.6%	16
Ohio	3.88	33	C-	\$38,000	26	76.0%	40	58.8%	26	40.5%	31
Oklahoma	3.70	41	D	\$34,000	45	74.6%	45	55.6%	42	40.1%	33
Oregon	3.94	28	C	\$39,000	25	78.0%	34	57.3%	36	42.0%	19
Pennsylvania	3.98	23	C+	\$40,000	17	78.4%	32	58.0%	32	41.7%	21
Rhode Island	4.17	14	B-	\$43,800	13	84.2%	7	59.2%	24	41.9%	20
South Carolina	3.70	41	D	\$34,000	45	75.6%	41	56.7%	39	38.7%	43
South Dakota	3.97	24	C+	\$35,000	38	77.8%	35	64.6%	4	42.1%	18
Tennessee	3.81	38	D+	\$35,000	38	81.4%	17	55.9%	41	40.0%	35
Texas	3.89	32	C-	\$37,400	30	79.6%	30	57.9%	33	40.4%	32
Utah	3.68	44	D	\$35,000	38	70.0%	50	59.8%	19	37.5%	46
Vermont	4.23	12	B	\$40,000	17	83.3%	8	63.9%	9	45.5%	6
Virginia	4.26	11	B	\$44,000	9	80.0%	21	60.8%	17	46.4%	4
Washington	4.10	17	B-	\$44,000	9	77.2%	36	58.1%	30	43.0%	14
West Virginia	3.58	50	F	\$33,300	48	74.0%	47	50.2%	51	39.9%	37
Wisconsin	4.07	19	C+	\$40,000	17	80.0%	21	62.9%	12	41.2%	25
Wyoming	4.01	21	C+	\$40,000	17	80.0%	21	59.5%	21	41.1%	28
United States				\$40,000		80.0%		58.3%		41.6%	

Note: Aged 16 and older.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Trends in Employment & Earnings

North Carolina's grade of C on the 2018 Employment & Earnings Composite Index is an improvement over the grade of D it received in the 2004 publication of *The Status of Women in the States* (Table 1; Caiazza et al. 2004). North Carolina's score has declined on one of the four composite indicators and improved on three, probably due in part to the growing share of women in the state with a bachelor's or advanced degree (Table 2; Institute for Women's Policy Research 2018).²

- Between 2002 and 2016, median annual earnings for women working full-time, year-round increased from \$34,436 (in inflation-adjusted 2016 dollars) to \$36,400 (Table 2).
- The gender earnings ratio narrowed from 73.7 percent in 2002 (for a gender wage gap of 26.3 percent) to 80.9 percent in 2016 (a wage gap of 19.1 percent; Table 2).
- A smaller share of women were in the labor force in 2016 than in 2002 (57.3 and 59.9 percent, respectively; Table 2).
- The share of employed women who work in managerial or professional occupations has grown, from 30.6 percent in 2001 to 41.6 percent in 2016 (Table 2).

Table 2.

North Carolina's Progress on Key Indicators of Women's Employment & Earnings

	2004 Status of Women in the States	2016 Data	Has the State Made Progress?
Women's Median Annual Earnings	\$34,436	\$36,400	Yes
Ratio of Women's to Men's Earnings	73.7%	80.9%	Yes
Women's Labor Force Participation Rate	59.9%	57.3%	No
Percent of Employed Women in Managerial and Professional Occupations	30.6%	41.6%	Yes

Notes: Aged 16 and older. Earnings are for those working full-time, year-round. Median annual earnings from the 2004 report are adjusted for inflation to 2016 dollars.

Sources: 2004 data are from Caiazza et al. (2004). All other data are IWPR analysis of 2016 American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Earnings and the Gender Wage Gap

Women's Median Annual Earnings

Families across the United States are increasingly dependent on women's earnings for their economic security, yet men out-earn women in every state (Table 1). Women in North Carolina who work full-time, year-round have median annual earnings of \$36,400, compared with \$45,000 for men (Table 1; Institute for Women's Policy Research 2017a). Women and men in North Carolina have lower earnings than in the nation overall (\$40,000 for women and \$50,000 for men).

North Carolina women's median annual earnings vary widely by county (Map 1) and metropolitan area.

² In the 2004 *Status of Women in the States* report, 21.8 percent of women in North Carolina aged 25 and older had a bachelor's degree or higher. In 2016, 31.0 percent of women had a bachelor's degree or higher (Institute for Women's Policy Research 2018a).

- In seventeen counties, full-time, year-round women workers earn less than \$30,000 annually (Appendix Table 1; Institute for Women’s Policy Research 2018b). Women in Washington County have the lowest median earnings at \$24,976.
- In eight counties—Cabarrus, Camden, Chatham, Durham, Mecklenburg, Orange, Union, and Wake—women’s earnings exceed the national median of \$40,000 (Appendix Table 1; Institute for Women’s Policy Research 2018b). Women who work full-time, year-round have the highest median annual earnings, \$47,555, in Orange County.
- Across North Carolina’s 12 metropolitan areas, median annual earnings for women working full-time, year-round range from \$31,061 in Rocky Mount to \$43,290 in Raleigh (Appendix Table 2).³

The Gender Wage Gap

The gap in earnings between women and men is a persistent reality of the United States economy. In North Carolina, the ratio of women’s median earnings to men’s is 80.9 percent, meaning that women who work full-time, year-round earn 80.9 cents for every dollar that men working full-time, year-round earn (Table 1).⁴ The gender wage gap of 19.1 percent in North Carolina is slightly narrower than the wage gap in the United States overall (20.0 percent). If the earnings of women and men who are employed full-time and year-round change at the same rates as they have been since 1959, the gender wage gap in North Carolina will not close until 2060 (Institute for Women’s Policy Research 2017b).

- In nine North Carolina counties—Alexander, Clay, Gates, Harnett, Haywood, Iredell, Moore, Perquimans, and Washington—women who work full-time, year-round have median annual earnings that are less than 75 percent of what similarly employed men earn (Appendix Table 1; Map 2).
- Women in 11 counties—Ashe, Avery, Bertie, Burke, Duplin, Durham, Edgecombe, Jackson, Onslow, Swain, and Tyrrell—earn at least 90 percent of what men earn (Appendix Table 1; Map 2).
- The gender earnings ratio in North Carolina’s metropolitan areas ranges from 78.2 percent in the Charlotte-Concord-Gastonia area to 83.9 percent in the Burlington area (Appendix Table 2).

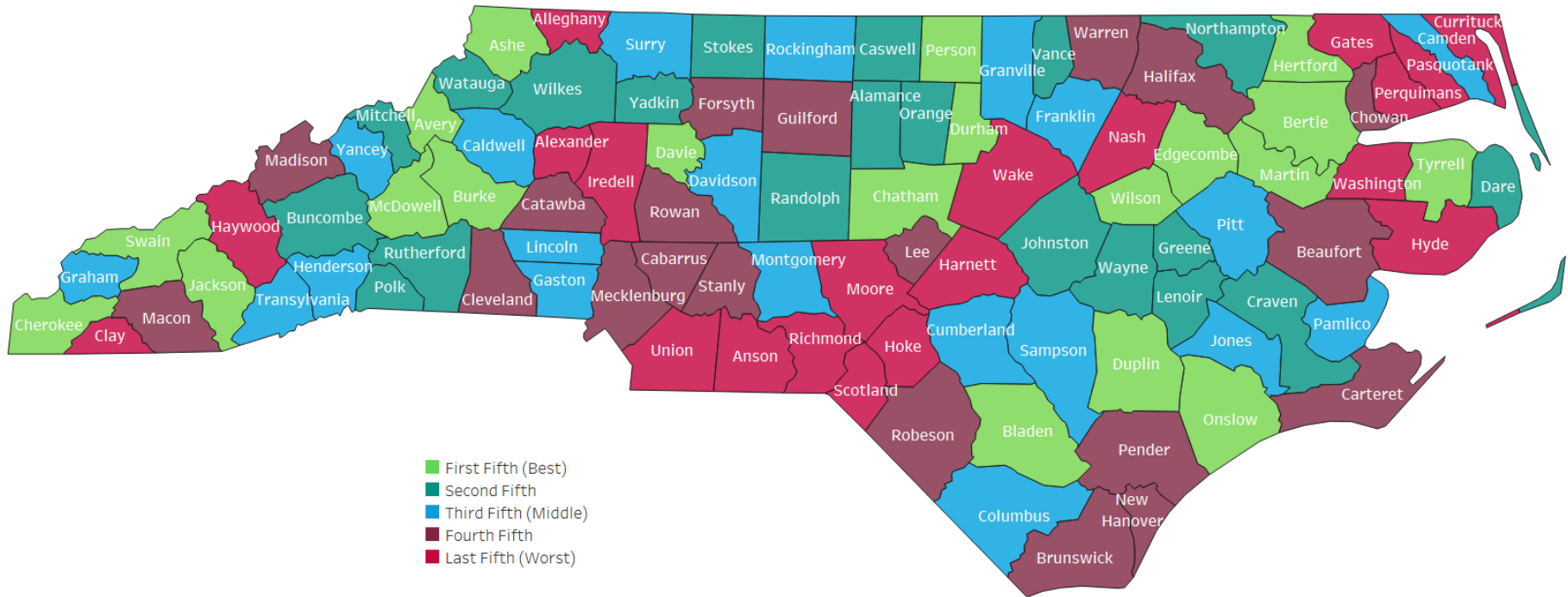
Increase in Earnings if Women Were Paid the Same as Comparable Men

Earnings inequality for working women translates into lower lifetime pay, higher rates of poverty, and less income for families, communities, and state economies. If working women in North Carolina aged 18 and older were paid the same as men of the same age, level of education, number of work hours, and urban or rural residency, women’s average earnings would increase by \$6,628, a raise of over 19 percent (Institute for Women’s Policy Research 2017c). Added up across all working women in North Carolina, this would amount to an earnings increase of \$15.6 billion, which is equivalent to 3.0 percent of the state’s gross domestic product in 2016 (Institute for Women’s Policy Research 2017c).

³ The twelve metropolitan statistical areas in North Carolina are Asheville, Burlington, Charlotte-Concord-Gastonia (NC-SC), Fayetteville, Goldsboro, Greensboro-High Point, Greenville, Hickory-Lenoir-Morganton, Raleigh, Rocky Mount, Wilmington, and Winston-Salem.

⁴ The wage ratio is not a comparison of men and women in the same job and does not control for years of education, work experience, occupation, or other factors that contribute to earnings. Yet rigorous economic studies that control for as many factors as possible find that there remains an unexplained component—inexplicably unequal pay for equally qualified workers—that they suggest is due to gender discrimination (Blau and Kahn 2016). Studies also reveal that in the 120 occupations with data for both women’s and men’s weekly earnings, women’s earnings are slightly higher than men’s in only four occupations (Hegewisch and Williams-Baron 2017).

Map 2.
The Earnings Ratio Between Women and Men, North Carolina Counties, 2016



Note: Ratio of women’s median earnings to men’s for those aged 16 and older who worked full-time, year-round.
Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

The Earnings Ratio by Educational Attainment

Higher levels of education lead to higher earnings for both women and men, but education does not eliminate the wage gap. Women in North Carolina with a bachelor’s degree or higher earn 1.7 times what women with a high school diploma or the equivalent earn (\$50,000 compared with \$28,600; Figure 1), but at every educational level, women earn less than men. In addition, women at some educational levels earn less than men who have a lower educational achievement: women who earn a high school diploma or the equivalent have lower median earnings for full-time, year-round work than men who do not complete high school, and women who attend some college or earn an associate’s degree have lower earnings than men who graduate from high school (Figure 1).

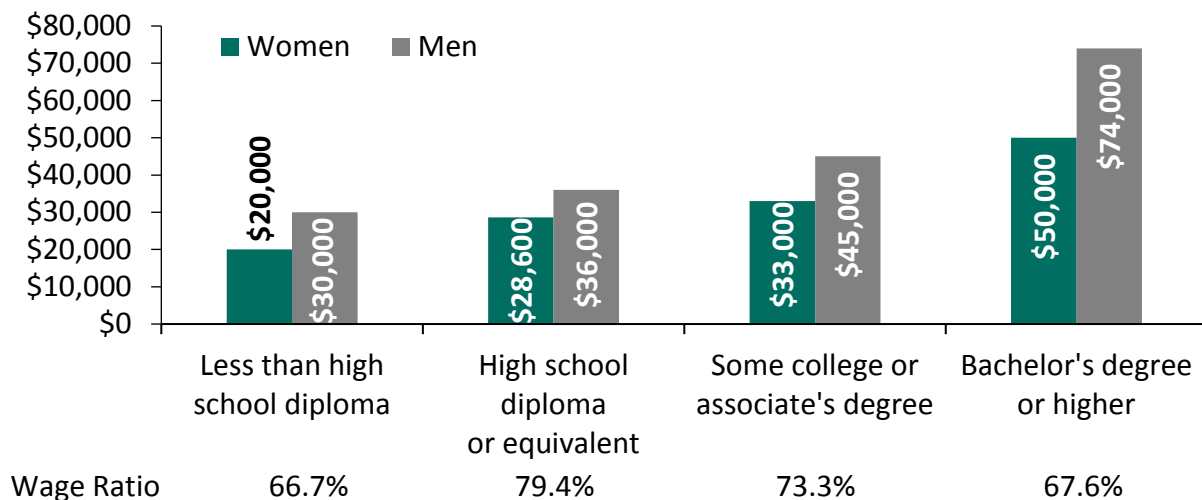
When comparing women and men with the same level of educational attainment, the wage gap is smallest for those who complete high school or the equivalent (women earn 79.4 percent of men’s earnings, for a gap of 20.6 percent), and largest for those do not complete high school (a ratio of 66.7 percent, for a wage gap of 33.3 percent).

Across the state, median earnings for women with the same education working full-time, year-round vary:

- Among women whose highest level of education is a high school diploma or the equivalent, earnings range from a low of \$16,271 in Brunswick County to a high of \$27,626 in Granville County (Appendix Table 3). In 27 counties, women with a high school diploma earn less than \$20,000 annually; in all twelve metropolitan areas, the median earnings of women with this level of education are above \$20,000 (Appendix Tables 3 and 4).
- Earnings for women who attended some college or earned an associate’s degree range from below \$20,000 annually in two counties, Alleghany and Perquimans, to above \$30,000 in four counties—Camden, Johnston, Wake, and Yadkin (Appendix Table 3).
- The disparities among women with a bachelor’s degree are particularly wide. Women in Hyde County with a Bachelor’s degree have the highest median earnings, at \$54,167, which is more than double what women in Clay County earn, at \$24,402 (Appendix Table 3). In three metropolitan areas—Burlington, Charlotte-Concord-Gastonia, and Raleigh—women with this level of education have median earnings higher than \$40,000 (Appendix Table 4).

Figure 1.

Median Annual Earnings and the Gender Earnings Ratio by Educational Level, North Carolina, 2016



Notes: Median earnings for women and men aged 25 and older employed full-time, year-round.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Earnings and the Wage Gap for Women of Color

North Carolina women’s earnings vary considerably by race and ethnicity. Among women in the state working full-time, year-round, Asian/Pacific Islander women have the highest median annual earnings (\$40,553), followed closely by White women (\$40,180; Table 3). Women who are multiracial or of another race earn \$32,404 annually, Black and American Indian women earn \$30,908, and Hispanic women have the lowest median earnings (\$24,322; Table 3).

For all racial and ethnic groups, women in North Carolina have lower median earnings than their male counterparts (Table 3). Another way of examining earnings differences is to compare the earnings for different groups of women with the largest group in the labor force, White men. Compared with White men, Hispanic women in North Carolina face the largest gap, earning just 49 cents for every dollar earned by White men (Table 3). Asian/Pacific Islander women face the smallest gap, but still earn only 81.5 percent of White men’s earnings.

Table 3.

Median Annual Earnings and the Gender Earnings Ratio by Race and Ethnicity, North Carolina, 2016

	Median Annual Earnings for Women Employed Full-Time, Year-Round	Median Annual Earnings for Men Employed Full-Time, Year-Round	Earnings Ratio Between Women and White Men Employed Full-Time, Year-Round
White	\$40,180	\$49,762	80.7%
Hispanic	\$24,332	\$27,779	48.9%
Black	\$30,908	\$35,442	62.1%
Asian/Pacific Islander	\$40,553	\$55,760	81.5%
American Indian	\$30,908	\$36,059	62.1%
Other Race or Two or More Races	\$32,404	\$42,125	65.1%
			All Women to All Men
All Women and Men	\$36,400	\$45,000	80.9%

Notes: Median earnings for those aged 16 and older working full-time, year-round. Data for all women and men are from 2016; data by race and ethnicity are calculated using three years of data (2014-2016). Racial groups are non-Hispanic.

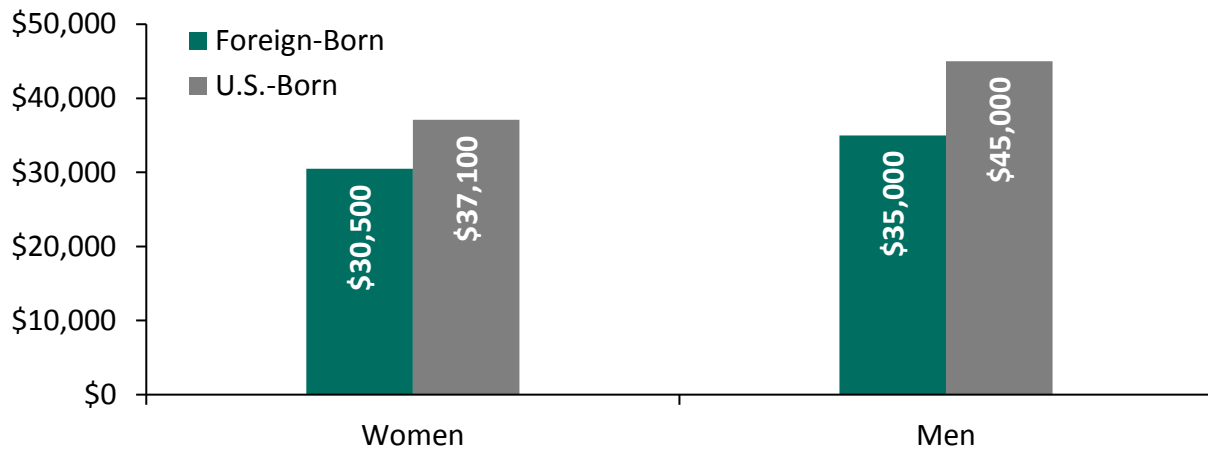
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Earnings Among Immigrants

In North Carolina, as in the United States as a whole, full-time, year-round workers who were born in the United States have higher median annual earnings than those who were foreign-born (Figure 2; Institute for Women’s Policy Research 2017a). Among North Carolinians, women who were born in the United States have median earnings that are \$6,600 higher than foreign-born women; the difference between U.S.- and foreign-born men is even larger, at \$10,000 (Figure 2).

Figure 2.

Median Annual Earnings by Gender and Immigration Status, North Carolina, 2016



Notes: Median earnings for those aged 16 and older working full-time, year-round.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Women's Labor Force Participation

About 57 percent of women in North Carolina are in the labor force, meaning they are either employed or actively looking for work, earning the state a ranking of 36th of 51 (Table 1). There is large variation in women's labor force participation across North Carolina counties (Map 3) and metropolitan areas.

- In 31 counties, less than half of women aged 16 and older are in the labor force. Women's labor force participation rate is lowest in Graham County, at 40.3 percent (Appendix Table 5).
- Mecklenburg County has the highest share of women in the labor force, at 65.9 percent. In nine counties, more than 60 percent of women are in the labor force (Appendix Table 5).
- In North Carolina's metropolitan areas, women's labor force participation rates range from 53.8 percent in the Asheville area to 63.6 percent in the Raleigh area (Appendix Table 6).

Labor Force Participation by Race and Ethnicity

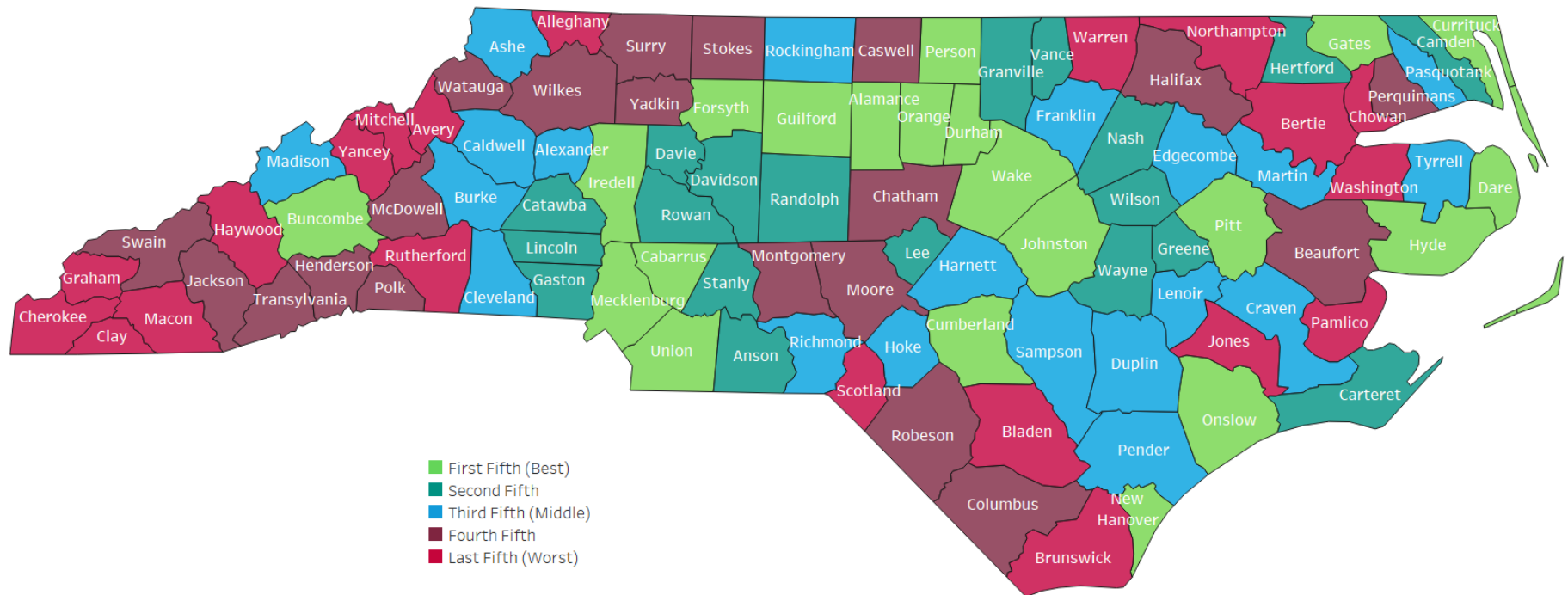
Labor force participation rates in North Carolina also differ substantially by gender and race/ethnicity. For every racial and ethnic group except Black women and men, men are more likely to be in the labor force than their female counterparts (Figure 3).⁵ Among North Carolina women, Black women are the most likely to be in the labor force, at 62.5 percent, followed closely by women of another race or two or more races, at 61.3 percent (Figure 3). American Indian and White women have the lowest labor force participation rates (49.7 and 55.1 percent, respectively; Figure 3).

Between the 2004 *Status of Women in the States* report and 2016, Hispanic women in North Carolina had the greatest increase in their labor force participation rate (4.0 percentage points), followed by Asian/Pacific Islander women (a 1.5 percentage point increase), and Black women (1.1 percentage points; Caiazza et al. 2004). American Indian women in the state had the largest decline in labor force participation (7.5 percentage points), followed by White women (4.3 percentage points), and women who are multiracial or of another race (3.4 percentage points).

⁵ Part of the explanation for the disparity between Black women and men may be that Black men are the only racial or ethnic group with a higher unemployment rate in North Carolina than women of the same race or ethnicity (Figure 7).

Map 3.

Women's Labor Force Participation Rate, North Carolina Counties, 2016

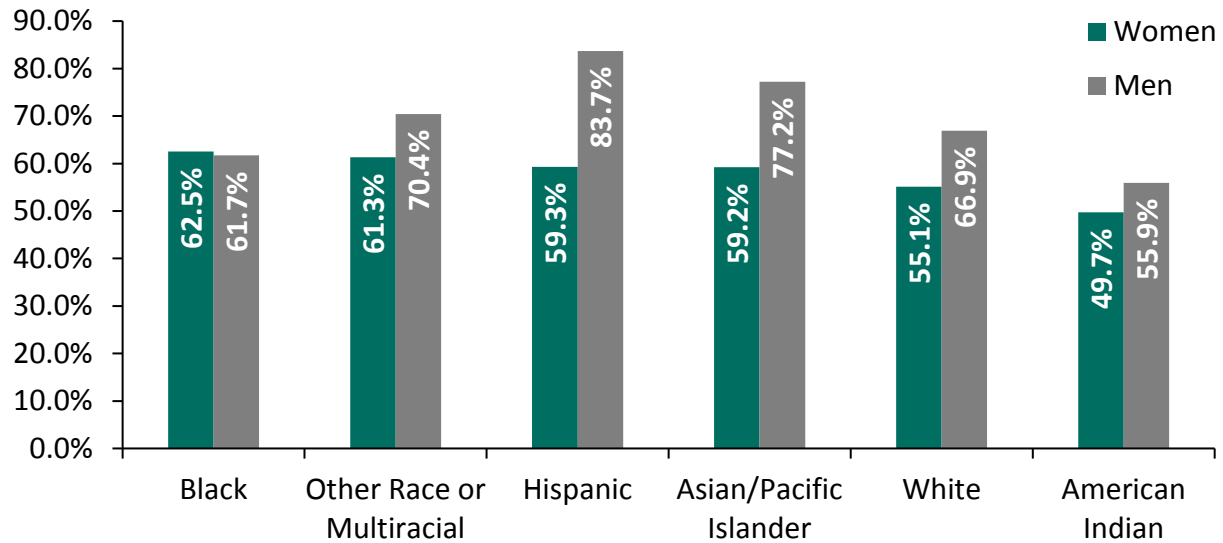


Notes: Aged 16 and older.

Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Figure 3.

Labor Force Participation by Gender and Race/Ethnicity, North Carolina, 2016



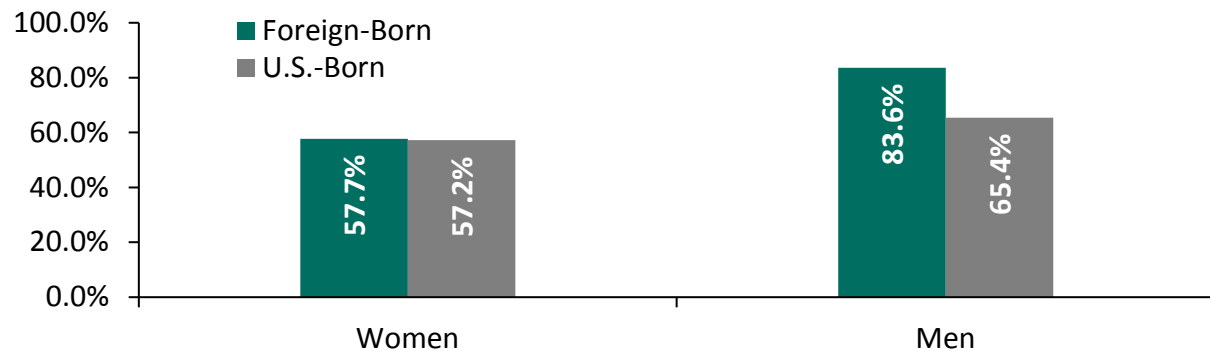
Notes: Aged 16 and older. Calculated using three years of data (2014-2016). Racial groups are non-Hispanic.
 Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Labor Force Participation Among Immigrants

North Carolina women who are foreign-born have similar labor force participation rates as those born in the United States (57.7 and 57.2, respectively; Figure 4). Among men in the state, those born outside the United States have a much higher labor force participation rate (83.6 percent) than those born in the United States (65.4 percent; Figure 4).

Figure 4.

Labor Force Participation by Immigration Status, North Carolina, 2016

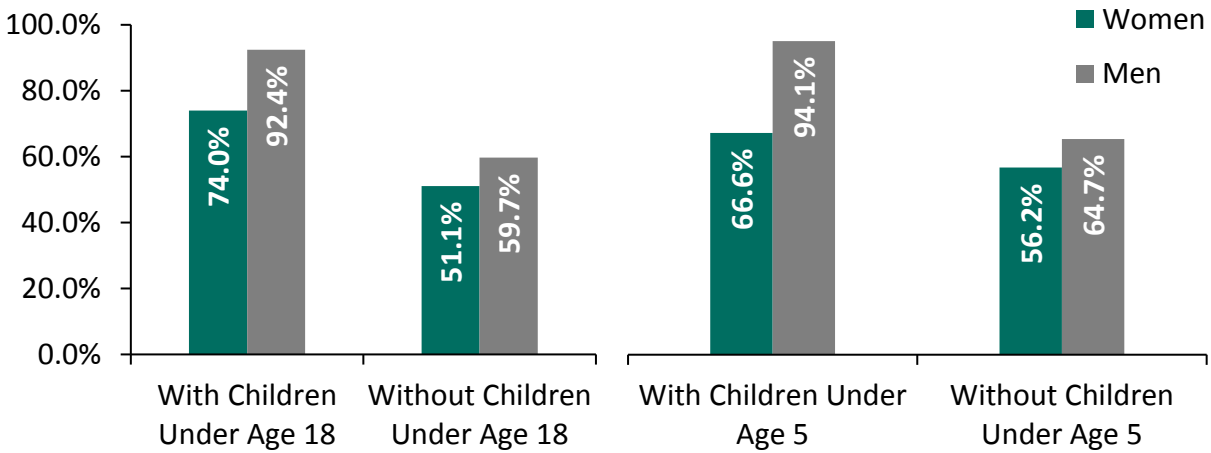


Note: Aged 16 and older.
 Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Labor Force Participation Among Parents

Parents of dependent children in North Carolina are more likely to be in the labor force than those without children, and men are more likely to work than women, regardless of parental status (Figure 5). While fathers of children under age five are slightly more likely to be in the labor force than those with children under age 18, the reverse is true for mothers. Two-thirds of mothers with children under five are in the labor force, and nearly three-quarters of mothers with children under 18 are employed (Figure 5).

Figure 5.
 Labor Force Participation of Parents, North Carolina, 2016



Note: For parents aged 16 and older. Children under age 18 include children under age 5
 Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

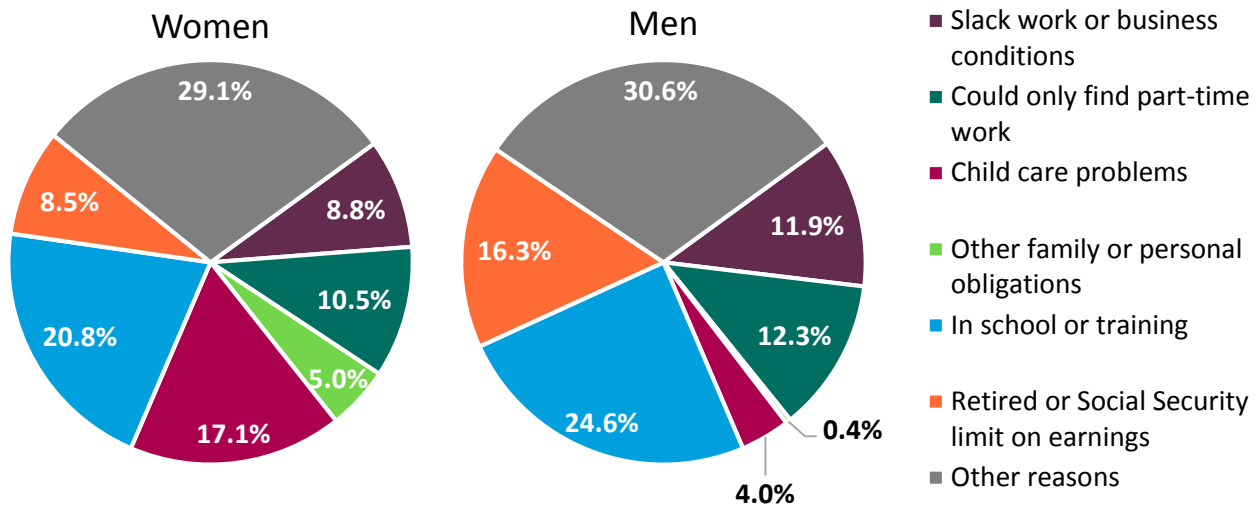
Part-Time Employment

Although the majority of employed women and men in North Carolina and the United States as a whole work full-time, women are more likely than men to be employed part-time (Institute for Women’s Policy Research 2017a). Part-time employees are less likely to receive benefits such as employer-provided health insurance, paid vacation or sick days, paid family or medical leave, or employer contributions to retirement funds (U.S. Bureau of Labor Statistics 2017a). About 28 percent of employed women in North Carolina work part-time, compared with 15 percent of men (Institute for Women’s Policy Research 2017a).

For both women and men in North Carolina, the most common reason for working part-time (fewer than 35 hours) is for “other reasons,” which include seasonal work, health and medical limitations, having a full-time work week of fewer than 35 hours, and all other reasons (Figure 6; U.S. Bureau of Labor Statistics 2018). There are large disparities, however, in the share of women and men who cite child care problems or other family or personal obligations; over 22 percent of women point to these issues, compared with about four percent of men (Figure 6). These data suggest that the lack of federal and state policies such as paid family and medical leave that would support those balancing employment and caregiving responsibilities may be disproportionately forcing women into part-time work.

Figure 6.

Reasons for Part-Time Work by Gender, North Carolina, 2015



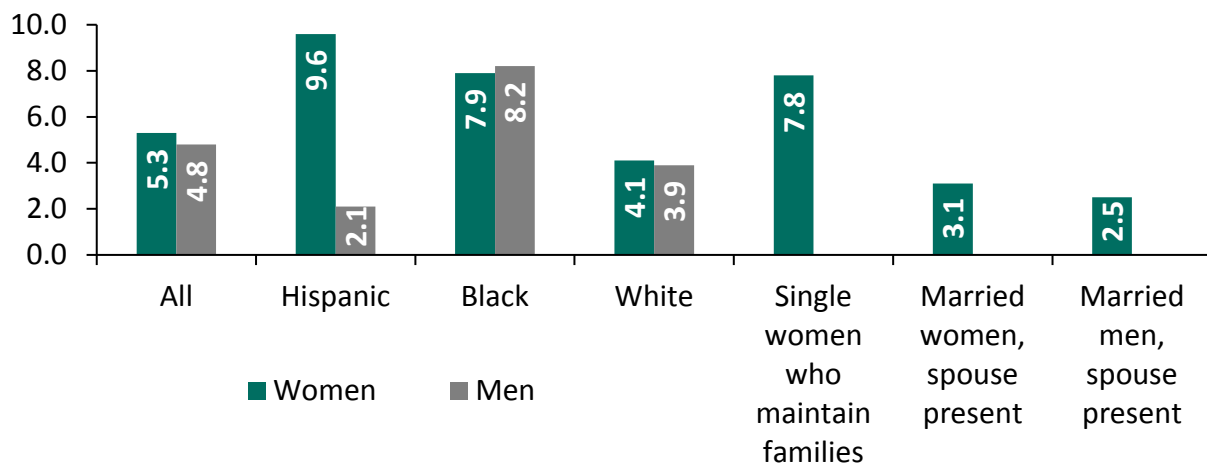
Note: Includes those who usually worked between 1 and 34 hours.
 Source: IWPR analysis of data from the Bureau of Labor Statistics (2018).

Unemployment

Unemployment among North Carolinians varies by gender, but even more widely by race, ethnicity, and marital status. Women’s unemployment rate is 5.3 percent and men’s is 4.8 percent. Comparing White, Black, and Hispanic men and women, Hispanic men have the lowest unemployment rate, at 2.1 percent, and Hispanic women have the highest unemployment rate, at 9.6 percent (Figure 7). Both Black women and men have comparatively high unemployment rates, 7.9 and 8.2 percent, respectively, while White women and men have lower unemployment rates at 4.1 and 3.9, respectively (Figure 7). Married women and men have much lower unemployment rates than single women with families (Figure 7).

Figure 7.

Unemployment Rate by Gender, Race and Ethnicity, and Family Type, 2016



Note: Annual averages for the civilian noninstitutionalized population. Single women who maintain families is defined as those who are never-married, widowed, divorced, or married with an absent spouse and who are responsible for their family. Data are unavailable for other racial groups or for single men who maintain families.

Source: U.S. Bureau of Labor Statistics (2016).

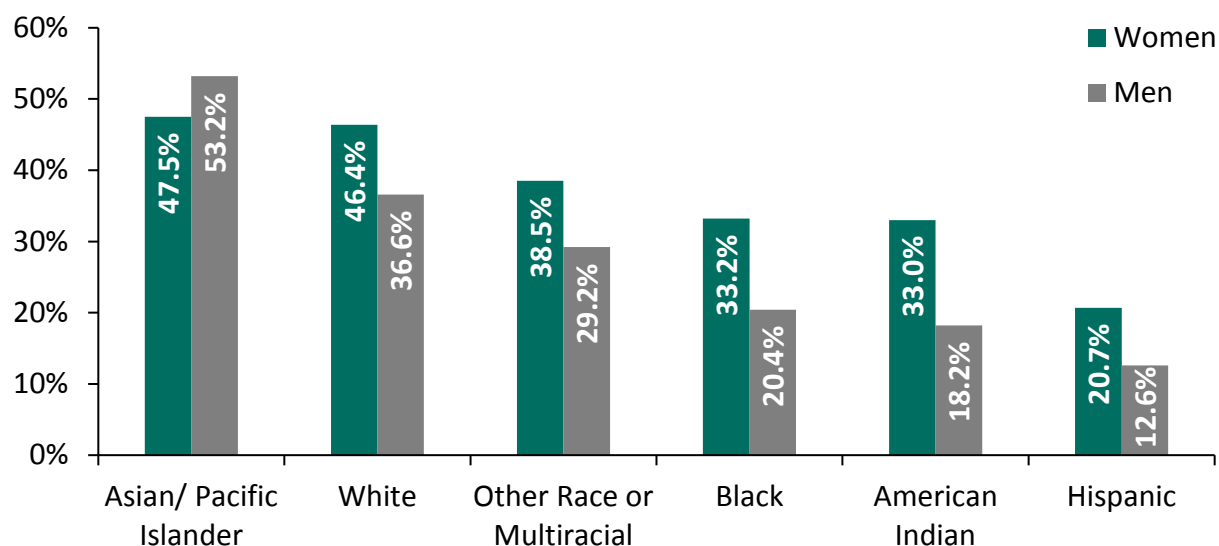
Gender Differences in Employment

Employment in Professional and Managerial Occupations

More than two in five employed women (41.6 percent) in North Carolina work in managerial or professional occupations, which tend to have higher earnings and are more likely to offer benefits, such as paid sick leave and health insurance (Table 1; Hess et al. 2015; U.S. Bureau of Labor Statistics 2017b). This group of occupations encompasses a range of jobs—including managers, lawyers, doctors, nurses, teachers, accountants, engineers, and software developers—that typically require at least a four-year degree. The share of employed men in the state in these occupations (32.2 percent) is smaller than the share of women, a pattern that also holds true for the nation as a whole (Institute for Women’s Policy Research 2017a). Among employed women in North Carolina, Asian/Pacific Islander women are the most likely to be employed in these occupations (47.5 percent), followed by White women (46.4 percent) and those who identify as being of another race or multiracial (38.5 percent; Figure 8). Hispanic and American Indian, and Black women are the least likely to be employed in managerial or professional occupations (20.7, 33.0, and 33.2 percent, respectively).

Figure 8.

Percent of Employed Women and Men in Managerial or Professional Occupations by Race/Ethnicity, North Carolina, 2016



Notes: Aged 16 and older. Racial groups are non-Hispanic.

Source: Calculated using three years of data (2014-2016). IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Employment and Earnings by Broad Occupational Group

In North Carolina, women are much more likely than men to work in office and administrative support occupations and in professional and related positions (Table 4). Women are concentrated in a few occupations; nearly two-thirds of women in the state (65.9 percent) are employed in just three of eight occupational groups (professional and related, service, and office and administrative support; Table 4). North Carolina women’s median annual earnings range from \$22,500 for those working full-time, year-round in service occupations to \$55,000 for women in management, business, and financial occupations. Men in North Carolina are more evenly dispersed across occupations, yet they are considerably more likely than women to work in production, transportation, and material moving occupations and in natural resources, construction, and maintenance occupations. This occupational segregation contributes to the

gender wage gap, since at every skill level—low, medium, and high—earnings are highest in male-dominated occupations and lowest in female-dominated occupations (Hegewisch and Williams-Baron 2017; Hegewisch et al. 2016).

Data for North Carolina counties are available for five occupational groups: management, business, science, and arts; service; sales and office; natural resources, construction, and maintenance; and production, transportation, and material moving. Women’s median annual earnings are highest for those employed in management, business, science, and arts occupations, at \$55,000, and lowest for women in service occupations, at \$22,500.

- Over half of employed women work in management, business, science, and arts occupations in three North Carolina counties—Durham, Orange, and Wake—and over 40 percent of women are in these occupations in an additional 17 counties (Appendix Table 7). Less than 30 percent of women are employed in these occupation in six counties—Anson, Caldwell, Edgecombe, Tyrrell, Vance, and Washington. In North Carolina’s metropolitan areas, the share of employed women in these jobs ranges from 33.0 percent in Rocky Mount to 49.9 percent in Raleigh (Appendix Table 8).
- In 22 North Carolina counties, at least one in four employed women work in service occupations (Appendix Table 7). Clay County has the highest share of women in service occupations, at 36.3 percent, and Wake County has the smallest, at 15.7 percent. The share of women in metropolitan areas working in service occupations ranges from 16.3 percent in Raleigh to 24.7 percent in Greenville (Appendix Table 8).
- Very small shares of women are employed in natural resources, construction, and maintenance or production, transportation, and material moving occupations (Appendix Tables 7 and 8).

Table 4.

Distribution of Women and Men Across Broad Occupational Groups and the Gender Earnings Ratio, North Carolina, 2016

	Women's Share of All Workers	Share of Employed Women	Share of Employed Men	Women's Median Annual Earnings	Men's Median Annual Earnings	Earnings Ratio Between Women and Men
Office and administrative support	71.4%	17.8%	6.6%	\$33,000	\$36,000	91.7%
Professional and related	60.6%	27.4%	16.4%	\$46,000	\$65,000	70.8%
Service	57.5%	20.7%	14.0%	\$22,500	\$30,000	75.0%
Sales and related	51.8%	11.7%	10.0%	\$30,000	\$50,000	60.0%
Management, businesses, and financial	45.2%	14.1%	15.8%	\$55,000	\$74,000	74.3%
Production, transportation, and material moving	26.5%	7.3%	18.7%	\$26,000	\$36,000	72.2%
Natural resources, construction, and maintenance	4.3%	0.8%	17.0%	\$28,000	\$35,000	80.0%
Armed Forces	N/A	0.1%	1.5%	N/A	\$40,000	N/A
Total	47.9%	100% n=2,263,080	100% n=2,458,776	\$36,400	\$45,000	80.9%

Note: Median annual earnings for those aged 16 and older working full-time, year-round and who had earnings.

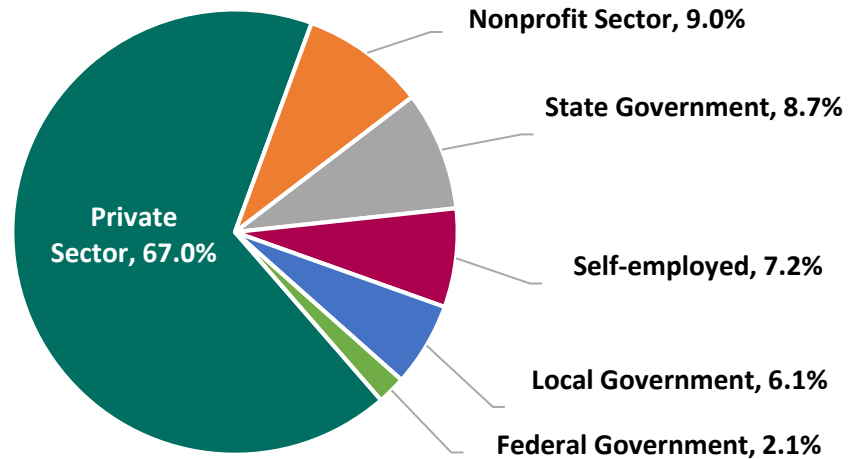
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Employment by Class of Worker

Over two-thirds (67.0 percent) of employed women in North Carolina work in the private sector (Figure 9). Self-employed women account for 7.2 percent of women workers, those in the nonprofit sector account for 9.0 percent, and government employees account for 16.9 percent (federal, state, and local combined).

Figure 9.

Women's Employment by Class, North Carolina, 2016



Note: Includes those aged 16 and older who are employed.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Women's Business Ownership

Across the United States, a growing number of women are becoming business owners. Between 1997 and 2012, the number of women-owned businesses in the United States climbed from 5.4 million to nearly 10 million (Anderson et al. 2016). In 2012, over one-third of all North Carolina businesses, 35.6 percent, were owned by women (Institute for Women's Policy Research 2017d). Women in North Carolina are most likely to own a business in the health care and social assistance sector (which accounts for 14.4 percent of all businesses owned by women), followed by administrative and support and waste management and remediation services (12.2 percent of women-owned businesses), professional, scientific, and technical services (also 12.2 percent), and retail trade (11.0 percent; Institute for Women's Policy Research 2017). About one in five businesses owned by women in the state are for "other services (except public administration). The percentage of businesses owned by women and men varies across sectors. Only 3.3 percent of businesses owned by women are in construction, compared with 19.0 percent for men, while only 3.9 percent of businesses in health care and social assistance are owned by men, compared with 14.4 percent of those owned by women (Institute for Women's Policy Research 2017d).

The vast majority of firms in North Carolina (80.7 percent) have no paid employees, yet women-owned businesses are more likely than men-owned businesses to be without paid employees (89.5 percent compared with 78.4 percent, respectively; Institute for Women's Policy Research 2017). The annual payroll for men-owned businesses is more than five times that of women-owned businesses, and men-owned businesses have sales, receipts, and value of shipments that is more than six times that of women-owned businesses (Institute for Women's Policy Research 2017).

Policy Recommendations

Policymakers, employers, funders, and advocates can support policies and programs to reduce barriers and ensure equity in North Carolina women’s employment and earnings. The benefits of increasing the share of women in the labor force, closing the gender wage gap, and increasing women’s representation in a wider range of occupations would extend beyond individual women to their families, communities, and the entire state.

Continuing to improve the status of women in the state would allow more women and families to achieve economic security, reduce the number of people in poverty, and grow the state economy, potentially attracting more women and businesses in the future.

- North Carolina employers and elected officials can take steps to narrow the gender wage gap, especially the very large gap experienced by some women of color:
 - Proactively enforce existing legislation regarding fair labor standards and strengthen protections against retaliation for those who discuss their pay to determine whether they are being underpaid relative to comparable employees.
 - Pass legislation that bars employers from requiring potential employees to submit previous salary history, which can perpetuate wage inequality. As of February 2018, California, Delaware, Massachusetts, Oregon, and Puerto Rico have enacted such legislation, along with New York City and San Francisco.⁶
 - Require employers to increase transparency in their hiring, compensation, and promotion practices by formalizing the criteria for setting wages upon hiring and the steps necessary for promotion and raises, thereby reducing the likelihood of discrimination based on gender, race, ethnicity, or other factors.
 - Increase the minimum wage in North Carolina to improve economic security for women, who are disproportionately represented among low-wage workers, and require that domestic workers receive the minimum wage, overtime pay, and other labor protections.
 - Conduct and promote audits of employee salaries to monitor and address gender pay differences.
- Create policies to support work-life balance. Like the vast majority of states, North Carolina has not passed paid leave legislation. Few low-wage workers in the state receive employer-provided benefits such as paid sick and safe days, paid family and medical leave, and predictable schedules. Because women are more likely than men to have unpaid caregiving responsibilities, these benefits are vitally important to help women remain and advance in the workforce. Paid leave policies also benefit businesses in the form of higher productivity and lower employee turnover.
- Expand publicly-funded child care and early education. Increasing the availability of affordable, quality child care and raising the threshold for child care subsidy eligibility could improve parents’ earnings by ensuring that eligible parents receive child care whether they are employed, looking for work, or pursuing education.

⁶ New York City is the first jurisdiction where the ban took effect, in October 2017; it is too soon to know the impact of this type of legislation on women’s earnings (Milligan 2018).

- Support women business owners. Encourage public and private sector investment in women-owned and minority-women-owned businesses. Provide technical assistance to women to help them to identify opportunities and financing to start or to grow their business. Compared with businesses owned by men, businesses owned by women are far more likely to have no start-up or expansion capital and, among those that do, most use their own personal or family savings. Addressing the lack of access to financing options could mitigate some of the risk of business ownership and encourage women, especially low-income women, to pursue business ownership as a path to financial stability.
- Advocate for employers to promote paid internships, training, apprenticeships, and recruitment for women in high-growth occupations with low female participation, such as construction, information technology, transportation, and engineering. To reduce occupational segregation by gender and get more women into higher-paying jobs, educators and counsellors should ensure that career advice for women and girls explicitly addresses the earnings and growth potential of different fields of study and occupations.

Appendix I:

Methodology

To analyze the status of women in North Carolina, IWPR selected indicators that prior research and experience have shown illuminate issues that are integral to women's lives and that allow for comparisons with other states and the United States as a whole. The data in the report come from federal government agencies and other sources; many of the figures rely on IWPR analysis of the U.S. Census Bureau's American Community Survey (ACS), accessed through American FactFinder or from the Minnesota Population Center's Integrated Public Use Microdata Series (IPUMS), Version 6.0 (Ruggles et al. 2015). The ACS is a large annual survey of a representative sample of the entire resident population in the United States, including both households and group quarter (GQ) facilities. GQ facilities include places such as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, workers' dormitories, and facilities for people experiencing homelessness. GQ types that are excluded from ACS sampling and data collection include domestic violence shelters, soup kitchens, regularly scheduled mobile vans, targeted nonsheltered outdoor locations, commercial maritime vessels, natural disaster shelters, and dangerous encampments.

County and metropolitan area data, accessed through American FactFinder, combine five years of data (2012-2016) to ensure adequate sample sizes. When analyzing state- and national-level ACS microdata, IWPR used 2016 data, the most recent available, for most indicators (Institute for Women's Policy Research 2017a). When analyzing indicators by race and ethnicity, IWPR combined three years of data (2014, 2015, and 2016) to ensure sufficient sample sizes. IWPR constructed a multi-year file by selecting the 2014, 2015, and 2016 datasets, and averaging the sample weights during the three-year period. Data on median earnings are not presented if the unweighted sample size is less than 100 for any cell; data on other indicators are not presented if the sample size is less than 35 for any cell (for frequencies), or if the category total is less than 35 times the number of categories (for percentages).

IWPR used personal weights to obtain nationally representative statistics for person-level analyses of ACS microdata. Weights included with the IPUMS ACS for person-level data adjust for the mixed geographic sampling rates, nonresponses, and individual sampling probabilities. Estimates from IPUMS ACS samples may not be consistent with summary table ACS estimates available from the U.S. Census Bureau due to the additional sampling error and the fact that over time the Census Bureau changes the definitions and classifications for some variables. The IPUMS project provides harmonized data to maximize comparability over time; updates and corrections to the microdata released by the Census Bureau and IPUMS may result in minor variation in future analyses.

To analyze the impact that paying women equally to comparable men would have on earnings for working women, IWPR used data from the 2014–2016 Current Population Survey Annual Social and Economic supplements (for calendar years 2013–2015) to measure women's and men's earnings. The analysis of women's earnings gains is based on a model that predicts women's earnings as if they were not subject to wage inequality. For details of the analysis, see the Technical Appendix of Milli et al. (2017).

Calculating the Composite Index

To construct the Employment & Earnings Composite Index, each of the four component indicators was first standardized. For each of the 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. The states were ranked from the highest to the lowest composite scores.

To grade the states on this Composite Index, values for each of the components were set at desired levels to provide an “ideal score.” Women’s earnings were set at the median annual earnings for men in the United States overall; 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 number for men; and percent of women in managerial or professional occupations was set at the highest percent for all states. Each state’s score was compared with the ideal score to determine the state’s grade.

WOMEN’S MEDIAN ANNUAL EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week). Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

RATIO OF WOMEN’S TO MEN’S EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week) divided by the median annual earnings of men aged 16 and older who worked full-time, year-round. Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN’S LABOR FORCE PARTICIPATION: Percent of women aged 16 and older who were employed or looking for work. This includes those employed full-time, part-time voluntarily, or part-time involuntarily, and those who are unemployed but looking for work. Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN IN MANAGERIAL AND PROFESSIONAL OCCUPATIONS: Percent of employed women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations. Source: Calculations of 2016 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

Appendix II: Tables

Employment & Earnings

Appendix Table 1.

Median Annual Earnings and Gender Earnings Ratio, North Carolina Counties, 2016

County	Women	Men	Earnings Ratio
Alamance	\$34,977	\$41,709	83.9%
Alexander	\$29,132	\$38,964	74.8%
Alleghany	\$26,905	\$34,688	77.6%
Anson	\$29,129	\$37,952	76.8%
Ashe	\$32,131	\$34,512	93.1%
Avery	\$29,886	\$31,832	93.9%
Beaufort	\$32,245	\$41,123	78.4%
Bertie	\$29,156	\$31,943	91.3%
Bladen	\$31,803	\$35,636	89.2%
Brunswick	\$32,217	\$40,614	79.3%
Buncombe	\$34,783	\$40,929	85.0%
Burke	\$32,032	\$34,110	93.9%
Cabarrus	\$40,378	\$50,197	80.4%
Caldwell	\$30,705	\$37,504	81.9%
Camden	\$42,409	\$50,667	83.7%
Carteret	\$35,365	\$44,272	79.9%
Caswell	\$30,547	\$35,518	86.0%
Catawba	\$32,252	\$40,949	78.8%
Chatham	\$41,972	\$48,323	86.9%
Cherokee	\$30,066	\$33,463	89.8%
Chowan	\$33,344	\$42,235	78.9%
Clay	\$26,329	\$36,890	71.4%
Cleveland	\$30,879	\$39,465	78.2%
Columbus	\$29,625	\$36,129	82.0%
Craven	\$32,719	\$38,927	84.1%
Cumberland	\$32,064	\$38,671	82.9%
Currituck	\$36,268	\$47,675	76.1%
Dare	\$34,643	\$40,183	86.2%
Davidson	\$34,559	\$41,886	82.5%
Davie	\$37,685	\$42,450	88.8%
Duplin	\$30,003	\$32,484	92.4%
Durham	\$44,248	\$46,103	96.0%
Edgecombe	\$30,076	\$32,880	91.5%
Forsyth	\$36,761	\$45,372	81.0%
Franklin	\$34,045	\$41,587	81.9%
Gaston	\$34,661	\$42,772	81.0%
Gates	\$35,771	\$48,478	73.8%
Graham	\$31,444	\$37,778	83.2%
Granville	\$35,616	\$43,326	82.2%
Greene	\$29,777	\$34,994	85.1%
Guilford	\$36,140	\$45,377	79.6%
Halifax	\$29,198	\$36,270	80.5%
Harnett	\$33,486	\$45,406	73.7%
Haywood	\$33,980	\$45,388	74.9%
Henderson	\$34,137	\$41,693	81.9%
Hertford	\$31,307	\$35,243	88.8%
Hoke	\$31,410	\$40,738	77.1%
Hyde	\$31,319	\$40,753	76.9%
Iredell	\$34,844	\$47,706	73.0%
Jackson	\$30,665	\$33,571	91.3%
Johnston	\$37,092	\$43,467	85.3%

County	Women	Men	Earnings Ratio
Jones	\$32,426	\$39,276	82.6%
Lee	\$31,942	\$40,867	78.2%
Lenoir	\$29,673	\$34,793	85.3%
Lincoln	\$36,964	\$44,616	82.8%
McDowell	\$30,629	\$34,262	89.4%
Macon	\$28,683	\$36,637	78.3%
Madison	\$33,160	\$42,568	77.9%
Martin	\$30,634	\$34,490	88.8%
Mecklenburg	\$41,394	\$51,662	80.1%
Mitchell	\$34,516	\$41,128	83.9%
Montgomery	\$30,858	\$37,153	83.1%
Moore	\$36,310	\$49,220	73.8%
Nash	\$31,657	\$42,040	75.3%
New Hanover	\$37,501	\$46,331	80.9%
Northampton	\$30,855	\$36,051	85.6%
Onslow	\$30,121	\$32,384	93.0%
Orange	\$47,555	\$56,801	83.7%
Pamlico	\$31,875	\$39,192	81.3%
Pasquotank	\$32,121	\$42,412	75.7%
Pender	\$35,617	\$44,362	80.3%
Perquimans	\$33,790	\$46,045	73.4%
Person	\$35,550	\$40,757	87.2%
Pitt	\$36,277	\$43,452	83.5%
Polk	\$35,348	\$40,897	86.4%
Randolph	\$32,321	\$38,169	84.7%
Richmond	\$29,088	\$37,952	76.6%
Robeson	\$28,049	\$34,771	80.7%
Rockingham	\$32,927	\$40,067	82.2%
Rowan	\$33,406	\$41,295	80.9%
Rutherford	\$32,001	\$37,892	84.5%
Sampson	\$28,540	\$34,716	82.2%
Scotland	\$29,482	\$39,235	75.1%
Stanly	\$33,360	\$41,357	80.7%
Stokes	\$35,240	\$40,958	86.0%
Surry	\$31,138	\$37,346	83.4%
Swain	\$33,181	\$35,083	94.6%
Transylvania	\$30,973	\$37,162	83.3%
Tyrrell	\$29,219	\$31,619	92.4%
Union	\$40,580	\$53,345	76.1%
Vance	\$30,464	\$35,603	85.6%
Wake	\$45,293	\$58,173	77.9%
Warren	\$30,617	\$38,470	79.6%
Washington	\$24,976	\$39,063	63.9%
Watauga	\$34,822	\$40,529	85.9%
Wayne	\$31,702	\$37,867	83.7%
Wilkes	\$30,280	\$35,481	85.3%
Wilson	\$32,768	\$37,183	88.1%
Yadkin	\$34,012	\$40,213	84.6%
Yancey	\$31,244	\$37,859	82.5%
North Carolina	\$36,400	\$45,000	80.9%
United States	\$40,000	\$50,000	80.0%

Note: Median earnings for those aged 16 and older who worked full-time, year-round.

Source: Data for North Carolina and the United States are IWPR analysis of 2016 American Community Survey microdata. Data by county are 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 2.

Median Annual Earnings and Gender Earnings Ratio, North Carolina Metropolitan Statistical Areas, 2016

Metropolitan Area	Women	Men	Earnings Ratio
Asheville, NC	\$34,444	\$41,544	82.9%
Burlington, NC	\$34,977	\$41,709	83.9%
Charlotte-Concord-Gastonia, NC-SC	\$38,933	\$49,788	78.2%
Fayetteville, NC	\$31,973	\$39,081	81.8%
Goldsboro, NC	\$31,702	\$37,867	83.7%
Greensboro-High Point, NC	\$35,063	\$42,101	83.3%
Greenville, NC	\$36,277	\$43,452	83.5%
Hickory-Lenoir-Morganton, NC	\$31,664	\$38,285	82.7%
Raleigh, NC	\$43,290	\$54,526	79.4%
Rocky Mount, NC	\$31,061	\$39,173	79.3%
Wilmington, NC	\$37,134	\$45,972	80.8%
Winston-Salem, NC	\$35,988	\$43,004	83.7%
North Carolina	\$36,400	\$45,000	80.9%
United States	\$40,000	\$50,000	80.0%

Note: Median earnings for those aged 16 and older who worked full-time, year-round.

Source: Data for North Carolina and the United States are IWPR analysis of 2016 American Community Survey microdata. Data by metropolitan area are 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 3.

Median Annual Earnings by Gender and Educational Attainment, North Carolina Counties, 2016

County	Less than high school graduate		High school graduate (includes equivalency)		Some college or associate's degree		Bachelor's degree		Graduate or professional degree	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Alamance	\$13,558	\$22,681	\$20,467	\$30,833	\$27,292	\$39,081	\$40,788	\$52,091	\$45,028	\$69,643
Alexander	\$15,745	\$22,778	\$22,264	\$31,622	\$22,880	\$36,880	\$40,585	\$38,271	\$47,768	\$48,500
Alleghany	\$9,670	\$18,597	\$19,347	\$27,620	\$17,448	\$26,591	\$33,750	\$47,188	\$50,700	\$90,917
Anson	\$12,000	\$23,333	\$21,409	\$34,025	\$21,857	\$35,194	\$35,048	\$47,299	\$42,344	\$50,694
Ashe	\$14,531	\$18,481	\$21,203	\$22,454	\$20,219	\$32,254	\$40,231	\$41,972	\$43,750	\$69,286
Avery	\$13,627	\$19,309	\$18,774	\$27,829	\$23,763	\$26,419	\$42,120	\$40,298	\$38,284	\$55,300
Beaufort	\$20,988	\$25,920	\$18,104	\$31,784	\$28,331	\$40,492	\$35,875	\$53,281	\$46,882	\$45,200
Bertie	\$11,786	\$18,700	\$20,061	\$32,129	\$21,000	\$33,778	\$35,697	\$60,833	\$50,417	N/A
Bladen	\$12,768	\$23,582	\$20,995	\$32,254	\$27,367	\$32,345	\$34,631	\$40,612	\$48,088	\$51,630
Brunswick	\$12,496	\$20,113	\$16,271	\$27,061	\$22,650	\$34,850	\$33,486	\$50,465	\$47,404	\$61,800
Buncombe	\$15,107	\$20,352	\$21,273	\$27,211	\$26,347	\$32,915	\$32,683	\$45,686	\$41,375	\$57,332
Burke	\$17,174	\$22,364	\$23,628	\$27,827	\$25,496	\$31,093	\$37,235	\$46,316	\$51,798	\$55,203
Cabarrus	\$15,967	\$23,487	\$20,032	\$35,131	\$28,866	\$45,335	\$43,452	\$61,151	\$47,370	\$90,284
Caldwell	\$14,273	\$26,996	\$23,956	\$30,602	\$24,092	\$35,386	\$35,851	\$45,413	\$42,193	\$63,500
Camden	\$16,250	\$24,236	\$25,208	\$40,206	\$32,500	\$49,250	\$44,821	\$62,727	\$46,719	\$94,769
Carteret	\$16,398	\$23,834	\$16,832	\$30,349	\$24,108	\$36,472	\$35,568	\$56,033	\$51,129	\$71,389
Caswell	\$16,008	\$25,700	\$23,341	\$30,142	\$23,155	\$31,684	\$40,081	\$47,583	\$47,569	\$53,125
Catawba	\$15,313	\$22,556	\$21,721	\$31,021	\$26,726	\$37,067	\$37,105	\$54,047	\$48,891	\$71,014
Chatham	\$16,928	\$26,571	\$21,518	\$31,105	\$28,320	\$35,280	\$44,556	\$66,379	\$55,101	\$84,625
Cherokee	\$15,046	\$25,691	\$20,188	\$23,588	\$25,724	\$25,859	\$28,281	\$39,306	\$34,219	\$38,892
Chowan	\$18,059	N/A	\$23,587	\$30,865	\$20,236	\$29,375	\$29,643	\$60,956	\$33,088	\$57,188
Clay	\$11,067	\$22,381	\$16,595	\$23,447	\$22,447	\$35,261	\$24,402	\$32,480	\$41,250	N/A
Cleveland	\$13,306	\$19,905	\$23,061	\$30,728	\$26,266	\$36,890	\$37,840	\$42,020	\$44,561	\$50,989
Columbus	\$18,958	\$21,067	\$21,017	\$31,404	\$25,646	\$33,383	\$38,979	\$50,668	\$42,465	\$55,600
Craven	\$13,025	\$15,445	\$20,990	\$31,325	\$23,195	\$40,251	\$36,288	\$53,958	\$44,167	\$77,205
Cumberland	\$13,602	\$21,245	\$20,781	\$28,293	\$23,218	\$37,328	\$35,019	\$53,352	\$50,640	\$74,242
Currituck	\$14,755	\$28,925	\$22,519	\$36,655	\$23,719	\$51,420	\$42,816	\$59,375	\$48,750	\$61,429
Dare	\$14,755	\$21,364	\$21,134	\$31,590	\$26,141	\$33,031	\$31,250	\$39,764	\$27,092	\$51,875
Davidson	\$13,668	\$27,562	\$23,227	\$32,224	\$27,275	\$39,858	\$35,999	\$54,204	\$48,192	\$55,996
Davie	\$16,649	\$21,695	\$24,174	\$33,131	\$29,908	\$36,031	\$38,466	\$69,234	\$47,778	\$125,850
Duplin	\$13,557	\$20,358	\$17,752	\$26,645	\$21,983	\$31,925	\$35,396	\$46,140	\$38,975	\$49,107
Durham	\$15,053	\$20,409	\$22,262	\$27,388	\$29,574	\$36,598	\$42,047	\$49,591	\$52,633	\$65,881
Edgecombe	\$13,664	\$20,313	\$21,855	\$26,935	\$25,732	\$31,875	\$33,400	\$42,031	\$52,054	\$60,163
Forsyth	\$13,825	\$20,148	\$22,677	\$29,515	\$27,426	\$37,950	\$38,085	\$52,886	\$48,384	\$75,883
Franklin	\$16,964	\$17,994	\$24,568	\$31,792	\$26,447	\$43,243	\$40,817	\$48,712	\$49,118	\$54,766
Gaston	\$13,567	\$24,195	\$24,063	\$32,000	\$25,762	\$40,146	\$36,859	\$56,553	\$48,956	\$71,627
Gates	\$17,679	\$30,000	\$21,875	\$43,205	\$25,403	\$46,410	\$37,083	\$55,234	\$45,139	N/A
Graham	N/A	\$31,048	\$17,083	\$30,696	\$21,667	\$28,558	\$36,563	\$51,895	\$40,478	\$18,958
Granville	\$14,740	\$26,107	\$27,626	\$32,602	\$29,456	\$42,637	\$42,055	\$58,603	\$48,694	\$65,000
Greene	\$10,389	\$20,902	\$21,858	\$31,126	\$24,822	\$36,145	\$36,060	\$51,098	\$52,500	N/A
Guilford	\$14,613	\$22,277	\$23,742	\$28,906	\$26,335	\$34,770	\$37,475	\$58,774	\$48,044	\$75,607
Halifax	\$16,079	\$24,612	\$20,435	\$30,312	\$23,059	\$35,240	\$34,833	\$49,071	\$46,034	\$57,300
Harnett	\$15,364	\$21,381	\$21,033	\$33,728	\$26,081	\$44,349	\$35,709	\$60,580	\$45,536	\$74,775
Haywood	\$16,588	\$22,335	\$17,327	\$30,093	\$26,260	\$39,810	\$38,485	\$49,429	\$45,779	\$63,370
Henderson	\$15,741	\$18,407	\$21,555	\$29,865	\$26,015	\$40,422	\$35,866	\$46,463	\$47,854	\$59,107
Hertford	\$11,831	\$19,766	\$19,665	\$29,023	\$24,500	\$32,148	\$37,979	\$36,806	\$43,310	\$53,438
Hoke	\$10,881	\$21,044	\$18,750	\$31,816	\$23,137	\$40,887	\$35,271	\$51,150	\$41,323	\$66,786
Hyde	\$17,317	N/A	\$21,545	\$33,867	\$26,917	\$42,250	\$54,167	N/A	N/A	N/A
Iredell	\$16,977	\$27,940	\$21,801	\$33,361	\$26,572	\$43,773	\$40,625	\$63,735	\$46,168	\$81,844
Jackson	\$16,735	\$18,676	\$20,731	\$28,692	\$23,644	\$31,868	\$31,275	\$40,658	\$41,739	\$51,810
Johnston	\$12,924	\$22,685	\$21,414	\$32,170	\$30,695	\$41,045	\$37,490	\$60,154	\$52,358	\$75,440

Appendix Table 3 (continued).

County	Less than high school graduate		High school graduate (includes equivalency)		Some college or associate's degree		Bachelor's degree		Graduate or professional degree	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Jones	\$15,781	\$17,601	\$23,403	\$32,219	\$26,305	\$36,125	\$38,173	\$36,125	\$50,455	N/A
Lee	\$16,454	\$20,933	\$21,619	\$30,255	\$26,483	\$40,881	\$38,065	\$60,164	\$49,599	\$70,750
Lenoir	\$10,461	\$17,364	\$19,179	\$26,164	\$24,258	\$32,673	\$38,608	\$47,446	\$51,591	\$75,546
Lincoln	\$18,848	\$21,764	\$23,453	\$32,399	\$29,565	\$42,480	\$42,965	\$63,664	\$52,652	\$90,625
McDowell	\$14,769	\$25,871	\$21,833	\$30,851	\$24,752	\$30,039	\$34,897	\$48,547	\$50,125	\$44,620
Macon	\$15,956	\$20,518	\$17,614	\$27,347	\$21,664	\$28,722	\$31,294	\$45,636	\$43,421	\$49,531
Madison	\$8,750	\$14,773	\$20,054	\$30,819	\$29,127	\$34,250	\$32,051	\$45,917	\$48,317	\$55,147
Martin	\$15,599	\$22,357	\$21,028	\$26,387	\$25,188	\$33,039	\$32,798	\$41,806	\$50,491	N/A
Mecklenburg	\$15,939	\$22,066	\$21,232	\$29,500	\$29,062	\$36,999	\$41,910	\$66,210	\$52,879	\$95,203
Mitchell	N/A	\$19,926	\$20,823	\$31,795	\$26,071	\$37,941	\$41,190	\$50,980	\$41,620	N/A
Montgomery	\$16,207	\$26,008	\$17,256	\$31,023	\$24,394	\$33,914	\$36,979	\$51,111	\$42,676	\$81,875
Moore	\$9,435	\$20,253	\$18,902	\$30,015	\$25,377	\$41,542	\$39,247	\$55,212	\$52,480	\$90,366
Nash	\$15,442	\$20,205	\$19,583	\$30,261	\$26,555	\$40,579	\$36,010	\$53,519	\$44,705	\$76,845
New Hanover	\$15,135	\$21,330	\$23,495	\$31,374	\$25,034	\$35,704	\$36,234	\$54,490	\$53,537	\$76,470
Northampton	\$17,746	\$21,910	\$19,000	\$32,523	\$28,385	\$32,540	\$28,125	\$41,715	\$49,028	\$51,908
Onslow	\$15,074	\$22,403	\$20,345	\$32,126	\$22,475	\$37,235	\$33,015	\$58,304	\$50,857	\$70,492
Orange	\$16,322	\$22,868	\$25,142	\$30,328	\$28,809	\$35,623	\$37,620	\$53,828	\$53,573	\$93,517
Pamlico	N/A	\$22,917	\$24,792	\$27,375	\$22,522	\$32,192	\$32,117	\$38,512	\$41,100	\$63,929
Pasquotank	\$12,580	\$21,699	\$21,330	\$32,241	\$23,551	\$42,839	\$35,071	\$44,254	\$33,750	\$62,222
Pender	\$5,875	\$25,214	\$20,548	\$31,255	\$23,703	\$38,778	\$38,640	\$48,688	\$52,500	\$75,213
Perquimans	\$11,953	\$21,875	\$22,553	\$40,074	\$18,027	\$49,167	\$40,478	\$46,399	\$55,184	\$92,868
Person	\$11,686	\$21,689	\$23,132	\$34,861	\$26,676	\$40,093	\$36,593	\$36,745	\$56,750	\$75,625
Pitt	\$13,207	\$19,023	\$21,138	\$30,470	\$26,615	\$38,423	\$36,554	\$52,163	\$50,821	\$70,806
Polk	\$18,684	\$21,047	\$19,398	\$29,853	\$27,907	\$32,847	\$29,719	\$47,604	\$43,320	\$57,589
Randolph	\$16,771	\$24,865	\$25,061	\$32,014	\$26,920	\$38,948	\$37,745	\$44,225	\$43,103	\$56,833
Richmond	\$12,292	\$16,040	\$18,129	\$30,548	\$23,106	\$37,005	\$36,903	\$44,878	\$51,897	\$53,889
Robeson	\$15,600	\$21,472	\$20,350	\$30,017	\$23,915	\$31,960	\$34,680	\$46,292	\$40,938	\$51,836
Rockingham	\$13,956	\$21,771	\$21,421	\$30,774	\$25,865	\$40,367	\$36,928	\$48,709	\$43,519	\$69,250
Rowan	\$14,809	\$23,627	\$21,642	\$33,232	\$27,491	\$37,260	\$34,981	\$47,744	\$48,990	\$53,801
Rutherford	\$16,169	\$21,564	\$18,892	\$30,271	\$22,132	\$36,076	\$33,718	\$49,534	\$40,461	\$59,306
Sampson	\$16,426	\$20,134	\$19,385	\$30,669	\$23,890	\$33,980	\$33,533	\$43,971	\$44,954	\$60,778
Scotland	\$18,177	\$21,607	\$18,155	\$26,837	\$21,950	\$31,490	\$32,981	\$51,406	\$49,808	\$63,986
Stanly	\$10,768	\$25,586	\$19,971	\$31,534	\$26,375	\$40,957	\$39,369	\$51,270	\$50,349	\$49,844
Stokes	\$14,504	\$21,023	\$21,116	\$33,606	\$26,291	\$40,110	\$42,155	\$42,917	\$53,015	\$60,000
Surry	\$16,435	\$24,863	\$20,479	\$31,692	\$24,560	\$36,596	\$38,423	\$52,096	\$44,015	\$63,750
Swain	\$20,455	\$26,700	\$17,882	\$28,229	\$25,436	\$29,824	\$33,625	\$47,125	\$57,054	\$52,546
Transylvania	\$10,583	\$13,443	\$21,728	\$32,429	\$21,113	\$32,798	\$33,134	\$40,727	\$34,583	\$49,097
Tyrrell	\$11,849	\$10,357	\$18,397	\$23,772	\$25,125	\$35,000	\$40,074	\$29,018	\$49,333	\$46,667
Union	\$16,755	\$26,393	\$22,992	\$36,395	\$28,979	\$45,393	\$39,991	\$78,586	\$51,504	\$101,140
Vance	\$16,659	\$21,277	\$22,048	\$25,647	\$26,298	\$35,636	\$35,553	\$39,917	\$52,500	\$46,563
Wake	\$13,756	\$21,848	\$22,273	\$30,902	\$30,550	\$42,212	\$42,742	\$69,873	\$54,713	\$95,476
Warren	\$15,733	\$16,976	\$23,828	\$30,022	\$25,704	\$37,524	\$33,493	\$40,357	\$37,125	\$55,417
Washington	\$8,691	\$33,419	\$17,725	\$33,793	\$21,117	\$40,380	N/A	\$48,309	N/A	\$63,958
Watauga	\$16,071	\$20,000	\$22,799	\$27,126	\$22,619	\$31,095	\$31,474	\$40,460	\$46,032	\$54,803
Wayne	\$12,396	\$20,445	\$22,180	\$29,831	\$25,810	\$36,229	\$34,496	\$52,452	\$46,038	\$55,824
Wilkes	\$16,395	\$21,322	\$20,685	\$27,313	\$25,154	\$35,000	\$36,346	\$46,196	\$37,222	\$50,703
Wilson	\$12,429	\$18,791	\$21,609	\$30,331	\$26,409	\$37,847	\$41,335	\$51,200	\$51,028	\$57,246
Yadkin	\$16,346	\$26,446	\$21,856	\$32,140	\$30,017	\$41,284	\$42,188	\$44,286	\$45,192	\$70,655
Yancey	\$22,745	\$20,871	\$17,072	\$30,949	\$23,227	\$38,997	\$33,207	\$45,978	\$45,938	\$55,417
North Carolina	\$14,797	\$21,896	\$21,547	\$30,725	\$26,431	\$38,048	\$38,851	\$57,765	\$50,440	\$79,162
United States	\$15,831	\$24,644	\$22,571	\$34,010	\$28,692	\$41,731	\$42,154	\$62,242	\$56,859	\$85,127

Note: Median earnings for those aged 25 and older with earnings.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 4.

Median Annual Earnings by Gender and Educational Attainment, North Carolina Metropolitan Statistical Areas, 2016

County	Less than high school graduate		High school graduate (includes equivalency)		Some college or associate's degree		Bachelor's degree		Graduate or professional degree	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Asheville, NC	\$15,490	\$19,610	\$20,808	\$28,324	\$26,322	\$35,978	\$33,742	\$46,324	\$43,198	\$58,071
Burlington, NC	\$13,558	\$22,681	\$20,467	\$30,833	\$27,292	\$39,081	\$40,788	\$52,091	\$45,028	\$69,643
Charlotte-Concord-Gastonia, NC-SC	\$15,748	\$23,625	\$21,952	\$31,932	\$28,336	\$40,889	\$40,996	\$65,833	\$51,293	\$90,548
Fayetteville, NC	\$13,291	\$21,181	\$20,450	\$29,383	\$23,207	\$37,992	\$35,037	\$52,808	\$49,782	\$74,084
Goldsboro, NC	\$12,396	\$20,445	\$22,180	\$29,831	\$25,810	\$36,229	\$34,496	\$52,452	\$46,038	\$55,824
Greensboro-High Point, NC	\$15,204	\$22,914	\$23,505	\$30,271	\$26,395	\$36,342	\$37,468	\$56,060	\$47,236	\$74,423
Greenville, NC	\$13,207	\$19,023	\$21,138	\$30,470	\$26,615	\$38,423	\$36,554	\$52,163	\$50,821	\$70,806
Hickory-Lenoir-Morganton, NC	\$15,497	\$24,125	\$22,684	\$30,378	\$25,703	\$34,738	\$36,947	\$49,593	\$48,697	\$62,123
Raleigh, NC	\$13,765	\$21,814	\$22,225	\$31,292	\$30,360	\$42,039	\$42,231	\$67,833	\$53,989	\$93,577
Rocky Mount, NC	\$14,081	\$20,228	\$20,620	\$29,127	\$26,227	\$36,544	\$35,202	\$52,585	\$49,171	\$72,475
Wilmington, NC	\$12,170	\$21,554	\$22,169	\$31,344	\$24,868	\$36,213	\$36,603	\$53,970	\$53,455	\$76,126
Winston-Salem, NC	\$14,224	\$22,154	\$22,740	\$31,253	\$27,483	\$38,954	\$38,199	\$53,257	\$48,364	\$72,611
North Carolina	\$14,797	\$21,896	\$21,547	\$30,725	\$26,431	\$38,048	\$38,851	\$57,765	\$50,440	\$79,162
United States	\$15,831	\$24,644	\$22,571	\$34,010	\$28,692	\$41,731	\$42,154	\$62,242	\$56,859	\$85,127

Note: Median earnings for those aged 25 and older with earnings.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 5.

Labor Force Participation Rate, North Carolina Counties, 2016

County	Women	Men
Alamance	57.8%	67.9%
Alexander	52.1%	61.2%
Alleghany	45.7%	59.2%
Anson	54.8%	56.8%
Ashe	51.6%	61.1%
Avery	47.0%	45.7%
Beaufort	51.0%	58.7%
Bertie	46.8%	50.0%
Bladen	47.6%	53.3%
Brunswick	47.0%	56.0%
Buncombe	57.5%	65.7%
Burke	53.9%	58.8%
Cabarrus	62.2%	74.1%
Caldwell	52.6%	62.6%
Camden	56.8%	69.5%
Carteret	54.6%	63.8%
Caswell	50.6%	55.5%
Catawba	56.5%	68.2%
Chatham	51.2%	63.6%
Cherokee	42.0%	47.6%
Chowan	47.1%	61.5%
Clay	43.8%	59.5%
Cleveland	54.4%	63.4%
Columbus	47.9%	49.7%
Craven	54.2%	69.3%
Cumberland	57.6%	72.0%
Currituck	58.6%	71.2%
Dare	65.3%	70.6%
Davidson	55.2%	66.8%
Davie	56.4%	65.1%
Duplin	52.7%	67.0%
Durham	65.7%	70.6%
Edgecombe	54.4%	59.6%
Forsyth	57.4%	68.5%
Franklin	54.2%	64.5%
Gaston	56.4%	67.5%
Gates	57.3%	61.4%
Graham	40.3%	53.0%
Granville	55.5%	56.0%
Greene	54.9%	54.3%
Guilford	58.5%	69.6%
Halifax	50.8%	53.9%
Harnett	54.0%	66.7%
Haywood	47.4%	60.2%
Henderson	49.3%	61.2%
Hertford	54.6%	46.2%
Hoke	54.3%	66.0%
Hyde	62.3%	48.9%
Iredell	57.8%	72.1%
Jackson	50.7%	56.8%
Johnston	59.9%	70.2%

County	Women	Men
Jones	47.5%	59.9%
Lee	57.2%	68.6%
Lenoir	54.3%	65.3%
Lincoln	56.5%	69.1%
McDowell	48.3%	58.6%
Macon	45.5%	58.4%
Madison	52.8%	60.3%
Martin	51.8%	58.9%
Mecklenburg	65.9%	77.9%
Mitchell	45.0%	56.7%
Montgomery	50.4%	57.6%
Moore	49.7%	62.0%
Nash	57.2%	65.3%
New Hanover	61.0%	68.2%
Northampton	46.2%	49.9%
Onslow	57.3%	80.8%
Orange	62.9%	69.3%
Pamlico	47.6%	50.1%
Pasquotank	53.6%	63.1%
Pender	54.0%	63.8%
Perquimans	49.6%	59.6%
Person	58.2%	63.0%
Pitt	62.7%	68.9%
Polk	49.6%	58.2%
Randolph	56.4%	66.0%
Richmond	53.2%	55.7%
Robeson	48.8%	55.6%
Rockingham	52.4%	61.6%
Rowan	55.0%	62.4%
Rutherford	47.4%	58.0%
Sampson	53.5%	66.8%
Scotland	46.4%	46.2%
Stanly	56.6%	65.2%
Stokes	51.4%	63.8%
Surry	49.4%	58.8%
Swain	48.8%	56.6%
Transylvania	47.9%	55.0%
Tyrrell	52.2%	41.9%
Union	59.6%	76.5%
Vance	54.8%	57.4%
Wake	64.8%	77.4%
Warren	45.5%	47.3%
Washington	45.1%	62.1%
Watauga	51.4%	61.1%
Wayne	55.8%	66.5%
Wilkes	50.7%	59.5%
Wilson	55.5%	64.0%
Yadkin	49.1%	60.8%
Yancey	46.5%	58.0%
North Carolina	57.3%	67.2%
United States	58.3%	68.3%

Note: Aged 16 and older.

Source: Data for North Carolina and the United States are IWPR analysis of 2016 American Community Survey microdata. Data by county are 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 6.

Labor Force Participation Rate, North Carolina Metropolitan Statistical Areas, 2016

Metropolitan Area	Women	Men
Asheville, NC	53.8%	63.6%
Burlington, NC	57.8%	67.9%
Charlotte-Concord-Gastonia, NC-SC	61.4%	73.5%
Fayetteville, NC	57.1%	71.2%
Goldsboro, NC	55.8%	66.5%
Greensboro-High Point, NC	57.4%	67.9%
Greenville, NC	62.7%	68.9%
Hickory-Lenoir-Morganton, NC	54.5%	63.8%
Raleigh, NC	63.6%	75.6%
Rocky Mount, NC	56.1%	63.3%
Wilmington, NC	59.6%	67.3%
Winston-Salem, NC	55.9%	67.0%
North Carolina	57.3%	67.2%
United States	58.3%	68.3%

Note: Aged 16 and older.

Source: Data for North Carolina and the United States are IWPR analysis of 2016 American Community Survey microdata. Data by metropolitan area are 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 7.

Distribution of Women by Broad Occupational Group, North Carolina Counties, 2016

County	All Employed Women	Management, Business, Science, and Arts	Service	Sales and Office	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material Moving
Alamance	36,044	37.9%	20.7%	30.1%	0.9%	10.4%
Alexander	7,058	31.5%	21.3%	30.6%	0.5%	16.3%
Alleghany	2,014	36.6%	19.5%	35.3%	1.3%	7.3%
Anson	4,598	23.2%	30.5%	28.6%	0.7%	17.0%
Ashe	5,585	33.0%	23.7%	32.1%	2.1%	9.0%
Avery	3,007	35.5%	28.6%	29.6%	1.0%	5.3%
Beaufort	9,363	35.2%	22.3%	31.5%	1.6%	9.4%
Bertie	3,453	33.6%	18.6%	27.8%	4.7%	15.4%
Bladen	6,190	33.6%	18.7%	28.6%	3.7%	15.5%
Brunswick	22,334	32.9%	24.4%	36.1%	0.9%	5.7%
Buncombe	59,049	43.1%	22.2%	28.6%	0.9%	5.2%
Burke	18,083	37.0%	23.7%	26.7%	0.7%	11.9%
Cabarrus	43,870	42.1%	18.6%	32.1%	0.6%	6.6%
Caldwell	16,077	29.0%	22.5%	32.5%	1.8%	14.2%
Camden	2,068	38.3%	20.3%	36.2%	0.0%	5.2%
Carteret	14,411	42.0%	23.2%	29.8%	0.8%	4.2%
Caswell	4,367	31.8%	24.7%	30.6%	0.0%	13.0%
Catawba	33,720	36.1%	21.3%	29.1%	0.5%	13.0%
Chatham	13,945	45.4%	20.8%	25.4%	0.9%	7.4%
Cherokee	4,707	35.0%	19.1%	35.8%	1.3%	8.8%
Chowan	2,659	37.0%	23.7%	30.8%	1.7%	6.7%
Clay	1,821	34.1%	36.3%	21.3%	1.3%	7.0%
Cleveland	19,571	35.9%	20.6%	31.1%	0.8%	11.5%
Columbus	10,321	35.0%	27.1%	28.1%	1.4%	8.4%
Craven	19,739	37.6%	23.6%	31.6%	0.6%	6.6%
Cumberland	63,496	38.8%	22.7%	31.0%	0.8%	6.7%
Currituck	5,541	36.9%	18.3%	39.5%	0.3%	5.1%
Dare	9,018	32.1%	24.7%	38.5%	1.5%	3.2%
Davidson	33,828	33.5%	20.5%	34.3%	0.7%	11.1%
Davie	9,121	41.7%	18.9%	32.5%	0.6%	6.3%
Duplin	11,089	30.4%	21.5%	28.2%	4.3%	15.5%
Durham	76,891	54.2%	18.8%	22.5%	0.6%	4.0%
Edgecombe	11,472	29.2%	25.9%	28.7%	1.0%	15.2%
Forsyth	81,303	43.9%	20.0%	29.4%	0.5%	6.1%
Franklin	12,681	35.3%	21.1%	35.7%	1.7%	6.2%
Gaston	44,709	34.8%	21.1%	33.3%	0.8%	10.1%
Gates	2,574	38.0%	21.8%	31.6%	0.3%	8.2%
Graham	1,393	33.1%	30.4%	31.7%	1.8%	3.1%
Granville	12,158	36.8%	20.3%	30.7%	0.7%	11.5%
Greene	3,773	33.1%	24.3%	24.0%	3.7%	14.9%
Guilford	118,213	40.7%	20.1%	31.7%	0.6%	6.9%
Halifax	10,594	33.9%	25.3%	29.1%	1.3%	10.5%
Harnett	23,320	39.1%	21.8%	30.3%	1.0%	7.7%
Haywood	11,839	38.4%	25.6%	29.1%	1.1%	5.8%
Henderson	22,681	39.9%	19.4%	32.4%	1.2%	7.1%
Hertford	5,050	38.9%	24.5%	27.0%	0.5%	9.2%
Hoke	9,204	34.8%	24.7%	28.6%	1.4%	10.5%
Hyde	1,049	32.6%	24.1%	35.4%	0.0%	7.9%
Iredell	35,680	37.6%	20.7%	31.6%	1.0%	9.2%
Jackson	8,509	39.2%	30.0%	27.1%	0.2%	3.5%
Johnston	39,793	41.4%	18.3%	33.7%	0.7%	6.0%

Appendix Table 7 (continued).

County	All Employed Women	Management, Business, Science, and Arts	Service	Sales and Office	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material Moving
Jones	1,904	35.6%	22.1%	30.7%	1.5%	10.1%
Lee	12,381	36.1%	20.4%	28.2%	1.7%	13.5%
Lenoir	11,743	32.7%	25.4%	30.5%	0.4%	11.1%
Lincoln	16,794	37.1%	17.6%	33.7%	0.7%	10.9%
McDowell	8,257	34.0%	23.4%	26.4%	1.3%	14.9%
Macon	6,384	36.7%	31.3%	28.4%	1.1%	2.5%
Madison	4,546	38.0%	30.4%	25.3%	0.8%	5.5%
Martin	4,558	35.4%	22.4%	30.7%	1.2%	10.2%
Mecklenburg	250,150	45.2%	19.2%	30.0%	0.6%	5.0%
Mitchell	2,729	45.9%	17.6%	26.8%	0.5%	9.1%
Montgomery	5,230	34.1%	22.9%	24.0%	0.4%	18.5%
Moore	18,144	43.2%	22.7%	27.3%	1.2%	5.5%
Nash	20,800	35.1%	21.1%	34.4%	0.9%	8.6%
New Hanover	52,994	43.3%	21.8%	30.6%	0.3%	4.0%
Northampton	3,693	32.7%	29.3%	23.4%	1.8%	12.8%
Onslow	30,186	33.8%	25.3%	35.7%	0.9%	4.4%
Orange	36,320	56.1%	17.5%	23.1%	0.8%	2.4%
Pamlico	2,364	38.0%	22.7%	33.4%	0.9%	5.0%
Pasquotank	8,126	38.6%	22.4%	33.1%	1.2%	4.7%
Pender	10,990	35.7%	20.8%	35.3%	2.1%	6.2%
Perquimans	2,486	39.0%	22.2%	32.9%	0.4%	5.5%
Person	8,332	34.5%	22.7%	31.3%	0.2%	11.4%
Pitt	42,346	40.7%	24.7%	28.6%	0.8%	5.1%
Polk	4,226	42.1%	20.3%	30.2%	0.0%	7.4%
Randolph	30,361	33.5%	18.0%	31.7%	1.1%	15.7%
Richmond	8,736	33.8%	24.7%	29.3%	0.9%	11.3%
Robeson	23,905	31.9%	24.4%	28.7%	2.0%	13.0%
Rockingham	18,350	31.9%	23.9%	33.5%	1.4%	9.3%
Rowan	27,735	36.7%	22.4%	30.4%	0.3%	10.1%
Rutherford	11,879	39.1%	24.6%	24.4%	0.9%	10.9%
Sampson	12,267	31.9%	26.1%	29.7%	2.7%	9.6%
Scotland	5,899	32.1%	20.6%	33.6%	1.2%	12.5%
Stanly	12,729	35.8%	25.7%	30.8%	0.4%	7.3%
Stokes	9,378	40.4%	21.5%	25.8%	1.0%	11.3%
Surry	14,291	35.0%	23.0%	30.5%	1.5%	10.0%
Swain	2,707	35.7%	34.4%	26.0%	1.2%	2.8%
Transylvania	6,735	34.9%	26.2%	31.7%	0.9%	6.3%
Tyrrell	658	20.7%	33.4%	33.6%	1.4%	10.9%
Union	46,563	42.9%	17.8%	32.1%	1.1%	6.0%
Vance	9,242	27.6%	23.8%	34.1%	1.2%	13.3%
Wake	245,827	52.0%	15.7%	28.4%	0.6%	3.3%
Warren	3,518	33.0%	25.3%	31.2%	1.0%	9.5%
Washington	2,098	19.6%	28.5%	37.6%	1.6%	12.7%
Watauga	11,133	39.2%	27.7%	30.2%	0.4%	2.5%
Wayne	24,228	35.2%	20.9%	29.8%	2.7%	11.4%
Wilkes	13,179	33.2%	22.7%	29.6%	1.4%	13.1%
Wilson	17,630	39.4%	19.9%	29.5%	1.0%	10.2%
Yadkin	7,109	34.6%	21.6%	30.7%	1.2%	12.0%
Yancey	3,148	40.9%	24.1%	27.9%	1.2%	5.9%
North Carolina	2,164,021	41.2%	20.7%	30.1%	0.9%	7.2%
United States	70,268,735	40.8%	21.5%	31.2%	0.9%	5.7%

Note: Aged 16 and older.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 8.

Distribution of Women by Broad Occupational Group, North Carolina Metropolitan Statistical Areas, 2016

Metropolitan Area	All Employed Women	Management, Business, Science, and Arts	Service	Sales and Office	Natural Resources, Construction, and Maintenance	Production, Transportation, and Material Moving
Asheville, NC	98,115	41.5%	22.3%	29.4%	1.0%	5.7%
Burlington, NC	36,044	37.9%	20.7%	30.1%	0.9%	10.4%
Charlotte-Concord-Gastonia, NC-SC	544,030	41.7%	19.2%	31.6%	0.7%	6.8%
Fayetteville, NC	72,700	38.3%	23.0%	30.7%	0.8%	7.2%
Goldsboro, NC	24,228	35.2%	20.9%	29.8%	2.7%	11.4%
Greensboro-High Point, NC	166,924	38.4%	20.1%	31.9%	0.8%	8.8%
Greenville, NC	42,346	40.7%	24.7%	28.6%	0.8%	5.1%
Hickory-Lenoir-Morganton, NC	74,938	34.3%	22.1%	29.4%	0.8%	13.3%
Raleigh, NC	298,301	49.9%	16.3%	29.4%	0.6%	3.8%
Rocky Mount, NC	32,272	33.0%	22.8%	32.4%	0.9%	10.9%
Wilmington, NC	63,984	42.0%	21.6%	31.4%	0.6%	4.4%
Winston-Salem, NC	140,739	40.6%	20.2%	30.6%	0.6%	7.9%
North Carolina	2,164,021	41.2%	20.7%	30.1%	0.9%	7.2%
United States	70,268,735	40.8%	21.5%	31.2%	0.9%	5.7%

Note: Aged 16 and older.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Demographics

Appendix Table 9.

Basic Demographic Statistics, North Carolina Counties, State, and United States, 2012-2016

County	Total Population	Number of Women	Sex Ratio of Women to Men	Median Age of Women	Proportion of Females Under Age 35	Proportion of Females Aged 65 and Older	Proportion of Women Who Are Foreign-Born	Percent of Women Who Are Married
	Number	Number	Ratio	Years	Percent	Percent	Percent	Percent
Alamance	156,372	82,020	1.10:1	41.0	43.0%	17.8%	7.8%	43.5%
Alexander	37,211	18,237	0.96:1	43.9	38.3%	20.8%	3.4%	49.3%
Alleghany	10,868	5,477	1.02:1	49.7	32.5%	25.5%	4.5%	61.7%
Anson	25,883	12,308	0.91:1	42.5	41.0%	19.6%	2.3%	38.6%
Ashe	26,992	13,690	1.03:1	48.7	33.9%	24.6%	2.8%	55.1%
Avery	17,633	7,994	0.83:1	46.7	36.2%	24.3%	3.0%	54.1%
Beaufort	47,513	24,799	1.09:1	46.8	36.8%	23.0%	3.4%	46.3%
Bertie	20,324	9,935	0.96:1	48.3	34.8%	23.3%	0.5%	36.0%
Bladen	34,454	18,093	1.11:1	44.3	38.2%	20.0%	3.6%	39.5%
Brunswick	119,167	61,377	1.06:1	52.1	31.3%	26.9%	4.2%	52.2%
Buncombe	250,112	130,069	1.08:1	43.3	39.5%	19.8%	5.6%	43.0%
Burke	89,082	44,993	1.02:1	45.1	37.8%	20.3%	4.3%	44.7%
Cabarrus	192,296	98,788	1.06:1	38.6	44.7%	13.8%	7.6%	50.3%
Caldwell	81,623	41,457	1.03:1	44.2	38.4%	19.3%	3.3%	47.5%
Camden	10,228	5,095	0.99:1	40.9	40.6%	16.8%	3.2%	58.7%
Carteret	68,537	34,877	1.04:1	48.7	34.2%	23.0%	3.9%	49.6%
Caswell	23,094	11,454	0.98:1	47.2	35.6%	21.7%	2.3%	46.2%
Catawba	155,461	79,375	1.04:1	41.9	41.3%	17.7%	7.0%	48.8%
Chatham	68,778	35,475	1.07:1	48.8	33.6%	25.8%	8.1%	51.3%
Cherokee	27,226	13,918	1.05:1	51.6	30.8%	28.1%	2.0%	48.4%
Chowan	14,556	7,631	1.10:1	47.1	37.9%	23.6%	2.8%	45.4%
Clay	10,730	5,671	1.12:1	51.5	33.3%	28.1%	3.2%	54.0%
Cleveland	97,113	50,382	1.08:1	42.6	41.2%	18.8%	2.3%	42.5%
Columbus	57,015	28,988	1.03:1	43.3	40.8%	20.2%	2.6%	40.1%
Craven	104,190	51,399	0.97:1	39.3	45.0%	19.3%	5.4%	49.0%
Cumberland	325,841	166,582	1.05:1	33.6	51.9%	12.3%	6.9%	40.4%
Currituck	24,864	12,565	1.02:1	43.6	39.5%	15.9%	3.5%	57.6%
Dare	35,187	17,897	1.04:1	45.9	36.9%	18.9%	4.5%	51.6%
Davidson	164,058	84,009	1.05:1	43.1	40.1%	18.2%	4.6%	49.3%
Davie	41,568	21,305	1.05:1	45.3	37.0%	20.4%	4.1%	49.8%
Duplin	59,121	30,152	1.04:1	41.0	43.0%	17.5%	9.8%	43.6%
Durham	294,618	153,805	1.09:1	35.6	49.2%	12.5%	12.3%	37.9%
Edgecombe	54,669	29,273	1.15:1	42.3	41.6%	18.7%	1.9%	33.0%
Forsyth	364,691	191,632	1.11:1	39.5	44.9%	15.8%	8.1%	42.2%
Franklin	62,989	31,754	1.02:1	42.3	40.2%	17.0%	4.4%	46.9%
Gaston	211,753	109,518	1.07:1	41.1	42.1%	16.7%	5.0%	43.4%
Gates	11,615	5,853	1.02:1	45.8	37.0%	18.6%	1.4%	52.6%
Graham	8,651	4,325	1.00:1	48.0	35.3%	24.1%	1.4%	49.9%
Granville	58,341	28,619	0.96:1	43.6	39.2%	17.6%	3.9%	42.1%
Greene	21,241	9,789	0.85:1	42.5	41.0%	17.6%	6.9%	37.7%
Guilford	511,815	268,988	1.11:1	38.0	45.9%	15.1%	9.2%	39.3%
Halifax	52,849	27,413	1.08:1	45.1	38.9%	20.9%	1.7%	34.1%
Harnett	126,620	63,980	1.02:1	34.6	50.6%	12.6%	5.6%	46.5%
Haywood	59,577	30,779	1.07:1	48.5	33.9%	25.3%	2.3%	49.6%
Henderson	110,905	57,382	1.07:1	48.6	34.3%	26.2%	7.1%	51.8%
Hertford	24,285	12,294	1.03:1	43.8	40.0%	20.6%	1.6%	34.4%
Hoke	51,853	26,199	1.02:1	32.4	54.4%	9.0%	6.7%	43.5%
Hyde	5,629	2,652	0.89:1	44.4	41.0%	20.4%	4.1%	42.8%
Iredell	167,493	85,131	1.03:1	41.3	41.9%	16.0%	5.8%	50.1%
Jackson	41,227	20,835	1.02:1	39.0	45.8%	18.7%	3.4%	38.6%
Johnston	182,155	92,723	1.04:1	39.1	44.5%	13.6%	6.7%	48.4%

Appendix Table 9 (continued).

County	Total Population	Number of Women	Sex Ratio of Women to Men	Median Age of Women	Proportion of Females Under Age 35	Proportion of Females Aged 65 and Older	Proportion of Women Who Are Foreign-Born	Percent of Women Who Are Married
	Number	Number	Ratio	Years	Percent	Percent	Percent	Percent
Jones	10,074	5,196	1.07:1	49.0	35.1%	23.6%	2.8%	46.7%
Lee	59,540	30,537	1.05:1	39.6	44.7%	17.1%	9.9%	45.8%
Lenoir	58,343	30,480	1.09:1	44.3	39.7%	20.4%	3.5%	40.4%
Lincoln	79,783	40,236	1.02:1	43.3	39.2%	16.7%	4.6%	53.1%
McDowell	45,013	22,282	0.98:1	45.2	36.9%	20.4%	4.1%	48.6%
Macon	33,991	17,562	1.07:1	50.8	33.7%	28.3%	4.8%	53.0%
Madison	21,130	10,683	1.02:1	45.7	36.7%	21.7%	1.9%	51.5%
Martin	23,510	12,559	1.15:1	46.8	36.8%	22.4%	1.5%	40.5%
Mecklenburg	1,011,774	525,737	1.08:1	35.8	48.9%	11.3%	13.7%	40.6%
Mitchell	15,263	7,798	1.04:1	48.0	34.5%	24.9%	2.9%	53.5%
Montgomery	27,475	14,038	1.04:1	42.9	38.6%	20.0%	7.9%	50.0%
Moore	93,070	48,237	1.08:1	46.6	36.6%	25.3%	4.7%	50.4%
Nash	94,385	49,076	1.08:1	42.6	40.8%	18.1%	4.2%	40.8%
New Hanover	216,430	112,401	1.08:1	39.9	44.2%	17.2%	5.1%	41.6%
Northampton	20,628	10,611	1.06:1	50.8	33.5%	26.0%	1.9%	37.8%
Onslow	185,755	84,901	0.84:1	29.2	59.7%	10.5%	5.0%	51.9%
Orange	139,807	73,141	1.10:1	34.3	50.6%	12.1%	12.0%	40.6%
Pamlico	12,892	6,293	0.95:1	52.0	32.4%	27.3%	2.5%	54.0%
Pasquotank	39,909	20,361	1.04:1	40.4	44.6%	16.9%	3.7%	40.3%
Pender	56,358	28,316	1.01:1	43.1	39.9%	18.3%	3.6%	47.4%
Perquimans	13,470	7,031	1.09:1	48.3	35.6%	25.1%	2.5%	50.9%
Person	39,196	20,177	1.06:1	43.9	38.7%	19.1%	1.7%	42.3%
Pitt	175,150	92,635	1.12:1	32.5	53.1%	12.4%	4.3%	35.7%
Polk	20,324	10,592	1.09:1	53.5	29.7%	29.5%	3.8%	49.8%
Randolph	142,588	72,307	1.03:1	41.9	41.4%	17.5%	6.0%	48.2%
Richmond	45,710	23,597	1.07:1	40.7	42.6%	17.6%	3.4%	41.0%
Robeson	134,576	69,665	1.07:1	36.9	47.6%	14.4%	3.9%	34.0%
Rockingham	91,898	47,585	1.07:1	45.0	37.7%	20.2%	3.3%	44.7%
Rowan	138,694	70,119	1.02:1	41.7	42.1%	18.2%	4.2%	45.0%
Rutherford	66,701	34,309	1.06:1	45.7	37.4%	21.4%	3.0%	44.3%
Sampson	63,713	32,523	1.04:1	40.3	43.2%	18.5%	7.5%	41.7%
Scotland	35,711	18,027	1.02:1	41.1	43.1%	18.1%	1.7%	35.5%
Stanly	60,610	30,452	1.01:1	43.0	40.7%	19.3%	2.8%	47.8%
Stokes	46,453	23,704	1.04:1	45.8	36.4%	20.7%	1.4%	53.0%
Surry	72,767	37,345	1.05:1	44.5	38.3%	21.0%	4.9%	51.7%
Swain	14,234	7,294	1.05:1	41.6	42.3%	20.2%	1.4%	42.6%
Transylvania	33,062	17,152	1.08:1	52.6	32.1%	29.4%	3.7%	51.9%
Tyrrell	4,128	1,803	0.78:1	49.8	31.9%	25.1%	5.7%	49.0%
Union	217,614	110,393	1.03:1	38.5	45.4%	12.4%	8.5%	55.6%
Vance	44,508	23,742	1.14:1	41.6	42.7%	17.8%	2.9%	31.9%
Wake	998,576	513,508	1.06:1	36.4	47.7%	11.1%	12.4%	47.2%
Warren	20,324	10,128	0.99:1	48.5	36.1%	24.3%	2.8%	37.7%
Washington	12,503	6,688	1.15:1	45.6	36.4%	22.7%	2.4%	36.0%
Watauga	52,745	26,430	1.00:1	31.6	52.9%	15.1%	2.6%	37.0%
Wayne	124,447	63,445	1.04:1	39.4	44.8%	16.4%	7.6%	41.1%
Wilkes	68,888	34,986	1.03:1	45.3	37.8%	21.7%	3.6%	52.0%
Wilson	81,617	42,991	1.11:1	41.5	42.0%	18.0%	5.7%	38.8%
Yadkin	37,819	19,217	1.03:1	44.5	38.5%	19.9%	4.4%	50.4%
Yancey	17,599	8,990	1.04:1	48.9	34.0%	25.2%	2.6%	53.0%
North Carolina	9,940,828	5,106,236	1.06:1	39.7	44.0%	16.2%	7.3%	44.4%
United States	318,558,162	161,792,840	1.03:1	39.0	45.0%	16.0%	13.4%	43.9%

Notes: Total population, number of women, and proportion of women who are foreign-born include those of all ages. Sex ratio is for women and men aged 18 and older. Percent of women who are married includes those aged 15 and older.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 10.

Basic Demographic Statistics, North Carolina Metropolitan Statistical Areas, State, and United States, 2012-2016

Metropolitan Area	Total Population	Number of Women	Sex Ratio of Women to Men	Median Age of Women	Proportion of Females Under Age 35	Proportion of Females Aged 65 and Older	Proportion of Women Who Are Foreign-Born	Percent of Women Who Are Married
	Number	Number	Ratio	Years	Percent	Percent	Percent	Percent
Asheville, NC	441,724	228,913	1.08:1	45.5	37.3%	22.2%	5.3%	46.5%
Burlington, NC	156,372	82,020	1.10:1	41.0	43.0%	17.8%	7.8%	43.5%
Charlotte-Concord-Gastonia, NC-SC	2,381,152	1,226,383	1.06:1	38.1	45.6%	13.7%	9.1%	45.1%
Fayetteville, NC	377,694	192,781	1.04:1	33.4	52.2%	11.9%	6.9%	40.8%
Goldsboro, NC	124,447	63,445	1.04:1	39.4	44.8%	16.4%	7.6%	41.1%
Greensboro-High Point, NC	746,301	388,880	1.09:1	39.7	44.1%	16.2%	7.9%	41.6%
Greenville, NC	175,150	92,635	1.12:1	32.5	53.1%	12.4%	4.3%	35.7%
Hickory-Lenoir-Morganton, NC	363,377	184,062	1.03:1	43.5	39.5%	19.0%	5.1%	47.5%
Raleigh, NC	1,243,720	637,985	1.05:1	37.0	46.9%	11.8%	11.2%	47.4%
Rocky Mount, NC	149,054	78,349	1.11:1	42.5	41.2%	18.3%	3.4%	37.9%
Wilmington, NC	272,788	140,717	1.07:1	40.6	43.4%	17.4%	4.8%	42.7%
Winston-Salem, NC	654,589	339,867	1.08:1	41.6	42.3%	17.3%	6.3%	45.7%
North Carolina	9,940,828	5,106,236	1.06:1	39.7	44.0%	16.2%	7.3%	44.4%
United States	318,558,162	161,792,840	1.03:1	39.0	45.0%	16.0%	13.4%	43.9%

Notes: Total population, number of women, and proportion of women who are foreign-born include those of all ages. Sex ratio is for women and men aged 18 and older. Percent of women who are married includes those aged 15 and older.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 11.

Distribution of Women of All Ages by Race/Ethnicity, North Carolina Counties, State, and United States, 2012-2016

County	Number of Women of All Ages	White	Hispanic	Black	Asian/ Pacific Islander	Native American	Other Race or Two or More Races
Alamance	79,241	67.6%	10.2%	19.2%	1.3%	0.4%	1.4%
Alexander	18,374	89.3%	4.1%	4.4%	1.0%	0.2%	1.1%
Alleghany	5,623	91.1%	6.5%	1.1%	0.4%	0.1%	0.7%
Anson	12,933	47.0%	1.9%	48.4%	1.2%	0.3%	1.1%
Ashe	13,792	94.8%	3.1%	0.5%	0.5%	0.2%	0.8%
Avery	8,107	94.5%	3.2%	0.8%	0.3%	0.4%	0.8%
Beaufort	24,751	65.9%	5.9%	26.6%	0.4%	0.2%	0.9%
Bertie	10,748	34.4%	0.9%	63.0%	0.5%	0.2%	0.9%
Bladen	18,303	54.2%	6.0%	36.1%	0.2%	2.1%	1.3%
Brunswick	54,771	81.5%	4.3%	11.6%	0.6%	0.6%	1.4%
Buncombe	123,548	85.2%	5.4%	6.3%	1.2%	0.3%	1.6%
Burke	45,444	85.1%	4.3%	5.5%	3.6%	0.2%	1.3%
Cabarrus	91,067	71.6%	8.9%	15.6%	2.1%	0.3%	1.6%
Caldwell	42,181	89.1%	4.1%	4.8%	0.6%	0.2%	1.2%
Camden	4,974	80.9%	2.0%	13.3%	1.6%	0.3%	1.8%
Carteret	33,640	88.0%	2.9%	5.8%	1.2%	0.4%	1.6%
Caswell	11,645	61.7%	2.6%	33.8%	0.3%	0.3%	1.3%
Catawba	78,755	78.8%	7.8%	8.4%	3.4%	0.2%	1.4%
Chatham	32,851	71.8%	11.8%	13.6%	1.3%	0.3%	1.3%
Cherokee	14,103	92.8%	2.3%	1.1%	0.5%	1.2%	2.1%
Chowan	7,763	60.5%	2.4%	35.7%	0.4%	0.2%	0.9%
Clay	5,364	95.7%	2.0%	0.5%	0.4%	0.2%	1.1%
Cleveland	50,759	73.8%	2.5%	21.5%	0.8%	0.2%	1.2%
Columbus	29,345	61.4%	3.9%	29.9%	0.3%	3.2%	1.3%
Craven	52,013	66.8%	5.4%	22.9%	2.3%	0.4%	2.2%
Cumberland	165,103	46.1%	9.2%	36.9%	3.0%	1.5%	3.4%
Currituck	11,878	88.3%	3.0%	5.9%	0.9%	0.4%	1.6%
Dare	16,964	89.4%	5.6%	2.4%	0.8%	0.3%	1.4%
Davidson	83,081	82.2%	5.9%	9.1%	1.3%	0.4%	1.1%
Davie	21,104	85.7%	5.5%	6.4%	0.7%	0.3%	1.4%
Duplin	29,747	53.5%	18.5%	26.6%	0.3%	0.3%	0.8%
Durham	139,931	42.4%	11.6%	39.5%	4.5%	0.3%	1.7%
Edgecombe	30,313	37.1%	3.2%	58.4%	0.3%	0.2%	0.8%
Forsyth	184,251	58.7%	10.9%	26.7%	1.9%	0.3%	1.4%
Franklin	30,453	63.6%	7.1%	27.1%	0.6%	0.5%	1.2%
Gaston	106,368	75.8%	5.5%	15.7%	1.3%	0.3%	1.4%
Gates	6,235	62.0%	1.3%	34.4%	0.2%	0.5%	1.6%
Graham	4,494	90.0%	1.8%	0.1%	0.4%	6.2%	1.4%
Granville	27,901	59.9%	6.2%	31.7%	0.6%	0.3%	1.2%
Greene	9,905	48.6%	12.9%	36.9%	0.4%	0.3%	0.8%
Guilford	255,923	54.1%	6.4%	33.4%	3.9%	0.4%	1.7%
Halifax	28,554	39.1%	1.9%	53.9%	0.7%	3.5%	1.0%
Harnett	58,479	64.8%	9.8%	21.0%	1.3%	0.9%	2.3%
Haywood	30,534	94.3%	3.0%	0.9%	0.5%	0.5%	0.9%
Henderson	55,180	85.7%	8.5%	2.9%	1.2%	0.3%	1.4%
Hertford	12,607	33.4%	1.6%	62.1%	0.5%	1.2%	1.1%
Hoke	24,074	40.2%	11.9%	33.3%	1.5%	9.7%	3.5%
Hyde	2,584	62.2%	7.7%	28.3%	0.3%	0.2%	1.3%
Iredell	80,946	77.7%	6.4%	12.3%	1.9%	0.3%	1.3%
Jackson	20,228	82.6%	4.1%	1.5%	0.9%	9.3%	1.6%
Johnston	85,728	70.8%	11.6%	15.3%	0.7%	0.4%	1.3%

Appendix Table 11 (continued).

County	Number of Women of All Ages	White	Hispanic	Black	Asian/Pacific Islander	Native American	Other Race or Two or More Races
Jones	5,270	60.4%	3.1%	33.9%	0.4%	0.5%	1.6%
Lee	29,602	59.9%	16.8%	20.4%	1.1%	0.4%	1.4%
Lenoir	31,098	51.0%	5.5%	41.7%	0.5%	0.3%	0.9%
Lincoln	39,452	86.3%	6.2%	5.6%	0.7%	0.3%	1.1%
McDowell	22,479	90.1%	4.7%	3.0%	0.8%	0.3%	1.0%
Macon	17,427	91.4%	5.7%	0.9%	0.6%	0.4%	0.8%
Madison	10,491	95.6%	1.9%	0.6%	0.6%	0.2%	1.1%
Martin	13,072	51.4%	2.5%	44.7%	0.3%	0.3%	0.8%
Mecklenburg	474,747	50.3%	11.2%	32.0%	4.5%	0.3%	1.7%
Mitchell	7,979	94.7%	3.4%	0.3%	0.4%	0.2%	1.1%
Montgomery	14,340	64.4%	13.0%	19.8%	1.5%	0.4%	0.8%
Moore	46,071	77.6%	5.3%	14.0%	1.0%	0.8%	1.3%
Nash	49,565	53.6%	5.6%	38.2%	0.8%	0.6%	1.2%
New Hanover	104,398	77.0%	4.7%	15.1%	1.3%	0.4%	1.5%
Northampton	11,385	37.7%	0.9%	59.9%	0.2%	0.4%	0.9%
Onslow	82,423	68.5%	9.5%	15.6%	2.6%	0.5%	3.3%
Orange	69,847	71.3%	7.3%	12.2%	6.9%	0.3%	1.9%
Pamlico	6,434	76.3%	3.0%	18.6%	0.6%	0.5%	1.1%
Pasquotank	20,692	54.9%	3.6%	38.3%	1.3%	0.3%	1.8%
Pender	26,083	74.1%	5.4%	18.1%	0.5%	0.4%	1.4%
Perquimans	7,007	70.1%	1.9%	26.3%	0.4%	0.3%	1.0%
Person	20,327	66.8%	3.4%	27.6%	0.3%	0.6%	1.3%
Pitt	88,788	56.5%	4.9%	35.3%	1.6%	0.3%	1.5%
Polk	10,685	89.2%	4.7%	4.3%	0.4%	0.2%	1.2%
Randolph	71,914	82.1%	9.6%	5.7%	1.1%	0.5%	1.1%
Richmond	23,682	59.1%	5.1%	31.0%	0.9%	2.2%	1.7%
Robeson	68,925	27.3%	7.0%	24.7%	0.7%	38.5%	1.9%
Rockingham	48,477	73.7%	4.7%	19.3%	0.6%	0.3%	1.4%
Rowan	70,065	74.1%	7.0%	16.3%	1.1%	0.3%	1.2%
Rutherford	35,029	84.4%	3.2%	10.1%	0.5%	0.2%	1.5%
Sampson	32,323	54.0%	14.5%	27.9%	0.4%	1.8%	1.3%
Scotland	18,691	46.0%	1.8%	38.8%	0.8%	10.7%	1.9%
Stanly	30,474	82.9%	3.2%	10.8%	1.8%	0.3%	1.0%
Stokes	24,277	92.1%	2.4%	3.9%	0.4%	0.3%	1.0%
Surry	37,702	86.0%	8.8%	3.6%	0.5%	0.3%	0.9%
Swain	7,169	65.5%	3.5%	0.5%	0.6%	26.1%	3.8%
Transylvania	17,117	91.7%	2.3%	3.5%	0.5%	0.3%	1.7%
Tyrrell	1,973	57.0%	6.6%	33.2%	1.7%	0.1%	1.4%
Union	101,926	75.0%	9.7%	11.9%	1.7%	0.3%	1.3%
Vance	24,103	41.5%	5.9%	51.0%	0.5%	0.2%	0.9%
Wake	462,201	62.0%	9.0%	21.5%	5.4%	0.3%	1.8%
Warren	10,375	37.8%	2.7%	52.5%	0.3%	5.3%	1.4%
Washington	7,007	44.4%	3.0%	51.2%	0.3%	0.2%	0.8%
Watauga	25,443	93.1%	3.1%	1.4%	1.0%	0.2%	1.1%
Wayne	62,667	55.1%	9.0%	32.6%	1.4%	0.3%	1.7%
Wilkes	35,076	89.7%	4.9%	3.7%	0.5%	0.2%	0.9%
Wilson	42,450	49.3%	8.2%	40.4%	0.8%	0.2%	1.1%
Yadkin	19,529	86.7%	9.0%	3.1%	0.2%	0.2%	0.8%
Yancey	9,074	94.3%	3.9%	0.7%	0.3%	0.2%	0.7%
North Carolina	4,889,991	65.3%	7.6%	22.1%	2.3%	1.2%	1.6%
United States	156,964,212	63.9%	15.8%	12.6%	5.1%	0.7%	1.8%

Note: Racial categories are non-Hispanic.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 12.

Distribution of Households by Type, North Carolina Counties, State, and United States, 2012-2016

County	Total Number	Households Headed by Married Couples		Households Headed by Single Women		Households Headed by Single Men		Nonfamily Households
		With Children	Without Children	With Children	Without Children	With Children	Without Children	
Alamance	62,053	18.0%	29.2%	8.2%	6.0%	2.4%	2.5%	33.8%
Alexander	13,796	18.0%	35.2%	4.5%	5.3%	1.5%	3.3%	32.2%
Alleghany	4,798	16.6%	42.2%	5.0%	4.3%	2.1%	2.2%	27.7%
Anson	9,511	11.1%	30.0%	9.9%	7.9%	3.1%	2.3%	35.5%
Ashe	11,905	15.2%	38.2%	6.4%	5.4%	2.4%	1.8%	30.6%
Avery	6,756	14.3%	39.6%	2.6%	4.4%	2.4%	2.1%	34.6%
Beaufort	19,021	14.6%	34.4%	6.0%	6.0%	1.5%	2.6%	34.9%
Bertie	7,673	10.5%	28.7%	7.0%	13.2%	1.3%	2.2%	37.2%
Bladen	14,110	12.3%	29.6%	10.3%	8.4%	2.3%	2.2%	34.9%
Brunswick	50,562	11.4%	43.2%	5.3%	4.9%	1.9%	1.8%	31.4%
Buncombe	102,118	14.6%	31.5%	5.2%	4.5%	1.7%	1.6%	41.0%
Burke	34,199	14.6%	32.9%	6.9%	6.1%	3.0%	2.6%	33.9%
Cabarrus	68,289	27.0%	30.6%	7.1%	4.9%	2.7%	1.5%	26.3%
Caldwell	31,912	16.1%	33.4%	5.0%	7.2%	2.5%	2.3%	33.6%
Camden	3,804	21.5%	40.8%	7.6%	6.7%	0.8%	1.4%	21.2%
Carteret	29,563	15.1%	34.7%	6.0%	5.2%	1.8%	2.1%	35.0%
Caswell	8,874	15.7%	32.8%	4.7%	8.8%	2.3%	5.2%	30.5%
Catawba	59,710	18.4%	33.5%	6.0%	5.8%	2.5%	2.5%	31.2%
Chatham	27,397	16.5%	39.7%	5.0%	3.2%	1.5%	2.7%	31.3%
Cherokee	10,857	10.6%	41.2%	3.9%	7.3%	1.1%	2.1%	33.9%
Chowan	5,931	14.4%	34.9%	9.7%	6.6%	1.6%	3.6%	29.2%
Clay	4,666	12.7%	43.8%	2.7%	3.2%	1.4%	1.6%	34.5%
Cleveland	37,178	14.8%	32.5%	7.6%	6.5%	2.1%	3.2%	33.3%
Columbus	22,108	13.1%	28.3%	7.5%	9.0%	2.9%	3.2%	36.0%
Craven	40,609	18.6%	32.6%	6.5%	5.7%	2.4%	2.3%	31.9%
Cumberland	123,178	17.8%	25.4%	10.5%	6.8%	2.1%	1.9%	35.4%
Currituck	9,582	22.3%	39.0%	3.9%	4.4%	2.4%	1.9%	26.1%
Dare	14,706	18.2%	33.8%	5.1%	4.0%	2.1%	2.3%	34.5%
Davidson	64,064	19.2%	33.2%	6.0%	6.1%	2.6%	2.3%	30.5%
Davie	15,646	19.4%	37.3%	5.9%	4.5%	1.8%	2.0%	29.2%
Duplin	21,770	16.7%	31.0%	7.5%	7.6%	2.8%	3.7%	30.8%
Durham	118,681	15.7%	23.8%	8.3%	6.1%	2.4%	1.9%	41.8%
Edgecombe	21,103	10.4%	27.2%	12.9%	11.1%	2.2%	3.4%	32.8%
Forsyth	144,898	17.9%	26.9%	8.5%	5.8%	2.2%	1.9%	36.9%
Franklin	23,719	19.1%	32.1%	7.4%	6.2%	2.0%	2.2%	31.0%
Gaston	79,904	16.5%	30.9%	7.6%	7.4%	2.5%	2.6%	32.4%
Gates	4,524	17.2%	38.5%	5.3%	8.3%	1.5%	2.7%	26.6%
Graham	3,252	13.9%	41.5%	2.8%	6.5%	1.6%	2.8%	30.9%
Granville	20,527	18.7%	29.5%	8.0%	7.4%	3.8%	1.9%	30.6%
Greene	7,215	18.2%	28.3%	10.0%	8.7%	3.1%	1.1%	30.7%
Guilford	200,298	17.0%	26.4%	9.3%	6.3%	2.2%	2.3%	36.5%
Halifax	21,354	10.0%	27.7%	10.8%	10.6%	2.0%	3.6%	35.2%
Harnett	43,036	24.8%	28.7%	8.1%	5.9%	2.6%	2.2%	27.7%
Haywood	26,296	14.3%	36.0%	6.7%	4.3%	2.0%	1.8%	34.9%
Henderson	46,985	14.5%	38.4%	4.6%	4.2%	1.7%	1.7%	34.8%
Hertford	8,706	11.6%	28.7%	11.3%	9.2%	0.7%	2.4%	36.0%
Hoke	17,343	24.8%	24.6%	10.1%	7.6%	2.6%	2.6%	27.6%
Hyde	1,936	18.5%	34.6%	2.7%	11.1%	4.0%	1.8%	27.4%
Iredell	61,716	21.2%	33.8%	7.1%	5.8%	2.4%	1.8%	27.9%
Jackson	16,048	12.8%	31.4%	7.0%	5.0%	2.7%	2.6%	38.5%
Johnston	63,219	24.9%	29.7%	8.2%	5.3%	3.1%	2.0%	26.7%

Appendix Table 12 (continued).

County	Total Number	Households Headed by Married Couples		Households Headed by Single Women		Households Headed by Single Men		Nonfamily Households
		With Children	Without Children	With Children	Without Children	With Children	Without Children	
Jones	4,141	12.2%	37.1%	6.3%	7.0%	2.7%	3.2%	31.6%
Lee	21,349	19.3%	30.6%	7.5%	7.0%	2.3%	1.8%	31.4%
Lenoir	23,015	13.9%	29.3%	8.5%	8.3%	1.9%	3.5%	34.5%
Lincoln	30,612	21.7%	36.0%	5.1%	6.2%	2.1%	2.6%	26.2%
McDowell	17,581	17.0%	34.3%	6.2%	6.4%	3.6%	3.3%	29.1%
Macon	15,215	13.0%	38.3%	5.6%	3.4%	1.2%	2.2%	36.3%
Madison	8,400	13.7%	42.0%	5.6%	3.9%	1.2%	2.0%	31.7%
Martin	9,416	13.6%	31.0%	6.8%	8.4%	3.2%	2.5%	34.5%
Mecklenburg	386,804	19.9%	23.3%	8.3%	5.8%	2.1%	2.3%	38.2%
Mitchell	6,422	15.9%	37.8%	3.7%	3.5%	1.9%	3.0%	34.2%
Montgomery	10,781	16.2%	33.2%	7.3%	5.4%	2.0%	2.3%	33.6%
Moore	37,766	17.0%	35.8%	5.2%	4.2%	1.3%	1.9%	34.6%
Nash	36,678	14.1%	30.7%	9.3%	7.1%	1.8%	2.2%	34.7%
New Hanover	89,599	15.3%	27.9%	6.4%	4.7%	2.1%	1.9%	41.7%
Northampton	8,670	7.2%	31.6%	10.1%	9.6%	3.7%	4.2%	33.7%
Onslow	62,633	27.6%	28.2%	8.3%	4.3%	2.3%	1.1%	28.1%
Orange	51,728	21.4%	26.9%	5.7%	4.3%	1.6%	1.4%	38.8%
Pamlico	5,308	10.6%	43.7%	4.9%	5.6%	1.1%	1.8%	32.4%
Pasquotank	14,590	16.8%	30.9%	9.9%	6.0%	2.4%	1.9%	32.1%
Pender	20,534	18.3%	34.3%	4.5%	6.2%	2.5%	2.4%	31.8%
Perquimans	5,710	15.1%	36.3%	6.6%	5.3%	3.4%	2.0%	31.4%
Person	15,474	12.6%	32.6%	7.9%	9.1%	2.0%	3.1%	32.8%
Pitt	68,804	16.0%	23.7%	8.8%	7.0%	1.7%	2.1%	40.6%
Polk	8,662	12.4%	40.8%	3.2%	5.3%	2.8%	1.3%	34.3%
Randolph	54,884	18.4%	33.2%	6.2%	6.0%	2.9%	2.3%	31.0%
Richmond	18,458	13.3%	27.6%	9.8%	9.3%	2.8%	2.6%	34.7%
Robeson	45,914	14.3%	25.5%	11.2%	11.4%	2.9%	3.3%	31.2%
Rockingham	37,503	14.6%	32.1%	7.6%	7.3%	2.1%	2.7%	33.5%
Rowan	51,454	15.9%	33.8%	7.7%	6.0%	2.7%	2.2%	31.7%
Rutherford	26,490	15.6%	32.8%	6.3%	7.7%	2.4%	2.8%	32.5%
Sampson	23,451	17.8%	29.0%	6.8%	8.0%	2.2%	2.9%	33.2%
Scotland	13,120	11.5%	28.6%	12.8%	10.0%	2.5%	2.3%	32.4%
Stanly	23,588	17.3%	33.9%	6.3%	6.3%	2.8%	2.1%	31.3%
Stokes	19,190	16.5%	38.1%	6.2%	4.9%	1.8%	2.3%	30.1%
Surry	28,837	18.0%	35.5%	5.2%	5.2%	1.8%	2.9%	31.4%
Swain	5,425	12.0%	34.6%	6.9%	5.1%	1.7%	3.7%	36.0%
Transylvania	13,841	11.7%	43.7%	5.6%	4.3%	0.9%	1.4%	32.4%
Tyrrell	1,457	9.1%	40.8%	4.3%	9.7%	3.2%	1.2%	31.8%
Union	72,304	32.5%	32.1%	5.7%	4.7%	2.5%	2.2%	20.4%
Vance	16,653	10.4%	26.0%	11.4%	9.7%	2.4%	2.7%	37.4%
Wake	373,245	25.8%	25.7%	6.8%	4.6%	2.2%	1.8%	33.2%
Warren	7,753	10.7%	32.6%	7.1%	7.8%	1.1%	1.9%	38.7%
Washington	5,203	9.3%	30.9%	13.7%	6.0%	2.3%	0.5%	37.3%
Watauga	20,320	13.5%	29.7%	3.2%	3.2%	1.4%	1.9%	47.1%
Wayne	47,013	16.9%	28.2%	9.6%	7.1%	2.5%	2.2%	33.5%
Wilkes	27,583	17.6%	35.4%	4.9%	4.7%	2.2%	2.8%	32.3%
Wilson	31,942	14.3%	27.0%	9.9%	8.6%	2.3%	2.8%	35.1%
Yadkin	15,287	17.6%	33.3%	5.5%	5.8%	3.5%	2.7%	31.5%
Yancey	7,479	17.8%	35.5%	5.4%	4.9%	2.0%	2.9%	31.7%
North Carolina	3,815,392	18.5%	29.6%	7.5%	6.0%	2.2%	2.2%	34.1%
United States	117,716,237	19.2%	29.0%	7.0%	5.9%	2.3%	2.5%	34.1%

Note: Households with children include those with the household head's own children under age 18.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 13.

Distribution of Households by Type, North Carolina Metropolitan Statistical Areas, State, and United States, 2012-2016

Metropolitan Area	Total Number	Households Headed by Married Couples		Households Headed by Single Women		Households Headed by Single Men		Nonfamily Households
		With Children	Without Children	With Children	Without Children	With Children	Without Children	
Asheville, NC	183,799	14.5%	34.4%	5.3%	4.3%	1.7%	1.7%	38.1%
Burlington, NC	62,053	18.0%	29.2%	8.2%	6.0%	2.4%	2.5%	33.8%
Charlotte-Concord-Gastonia, NC-SC	885,916	21.2%	28.2%	7.7%	5.9%	2.3%	2.3%	32.6%
Fayetteville, NC	140,521	18.7%	25.3%	10.4%	6.9%	2.2%	2.0%	34.5%
Goldsboro, NC	47,013	16.9%	28.2%	9.6%	7.1%	2.5%	2.2%	33.5%
Greensboro-High Point, NC	292,685	16.9%	28.4%	8.5%	6.4%	2.4%	2.4%	35.1%
Greenville, NC	68,804	16.0%	23.7%	8.8%	7.0%	1.7%	2.1%	40.6%
Hickory-Lenoir-Morganton, NC	139,617	16.9%	33.5%	5.8%	6.2%	2.5%	2.5%	32.5%
Raleigh, NC	460,183	25.3%	26.6%	7.0%	4.8%	2.3%	1.8%	32.2%
Rocky Mount, NC	57,781	12.7%	29.4%	10.7%	8.6%	2.0%	2.6%	34.0%
Wilmington, NC	110,133	15.9%	29.1%	6.1%	5.0%	2.1%	2.0%	39.9%
Winston-Salem, NC	259,085	18.2%	30.3%	7.4%	5.8%	2.3%	2.1%	34.0%
North Carolina	3,815,392	18.5%	29.6%	7.5%	6.0%	2.2%	2.2%	34.1%
United States	117,716,237	19.2%	29.0%	7.0%	5.9%	2.3%	2.5%	34.1%

Note: Households with children include those with the household head's own children under age 18.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

Appendix Table 14.

Number of Foreign-Born North Carolina Residents by Place of Birth for Top Ten Sending Countries, 2012-2016

	Number of Foreign-Born Residents by Place of Birth
Mexico	243,996
India	53,753
El Salvador	30,338
Honduras	29,370
Vietnam	24,534
China	24,296
Guatemala	19,901
Canada	17,616
Philippines	17,090
Germany	15,631

Notes: Includes all ages. Excludes the population born at sea. China excludes Hong Kong and Taiwan.

Source: 2012-2016 American Community Survey 5-Year Estimates, accessed through American FactFinder.

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