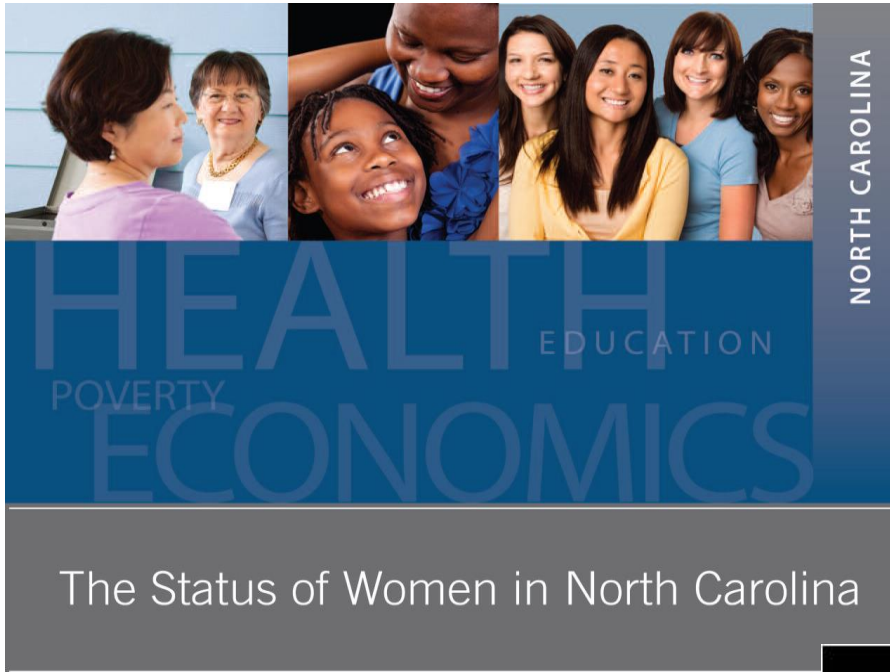


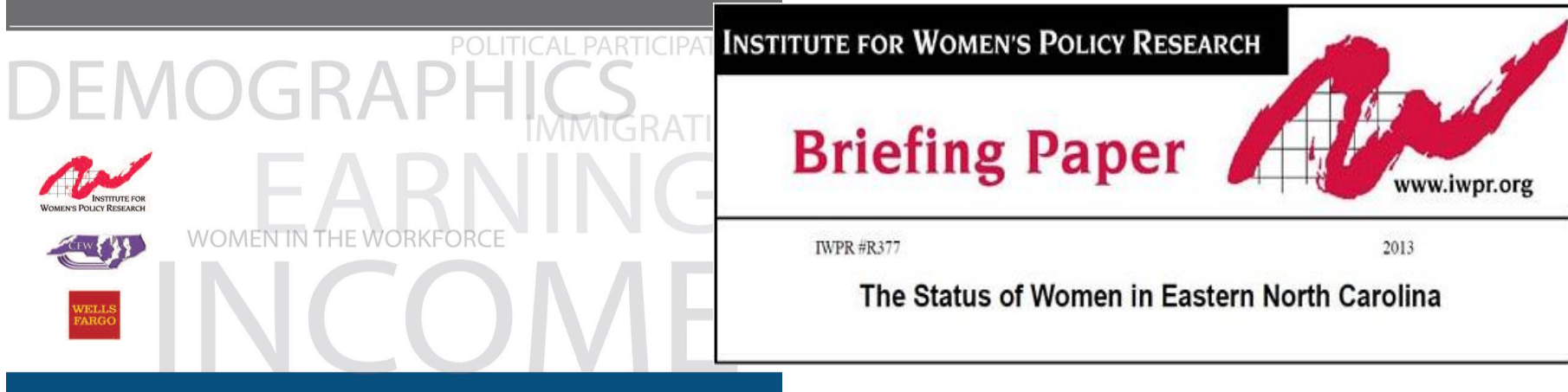
Eastern North Carolina

Women Today: The Status of Women in N.C



Greenville, North Carolina
November 1, 2013

Cynthia Hess, Institute for Women's Policy Research



Status of Women in the States: 1996–2013

- **Employment, Education, and Earnings**
 - **Economic Security and Poverty**
 - **Health and Well-Being**
 - **Violence Against Women**
 - **Women's Leadership and Political Participation**
 - **Demographics**
- *New data to be released on all 50 states and DC in 2015**

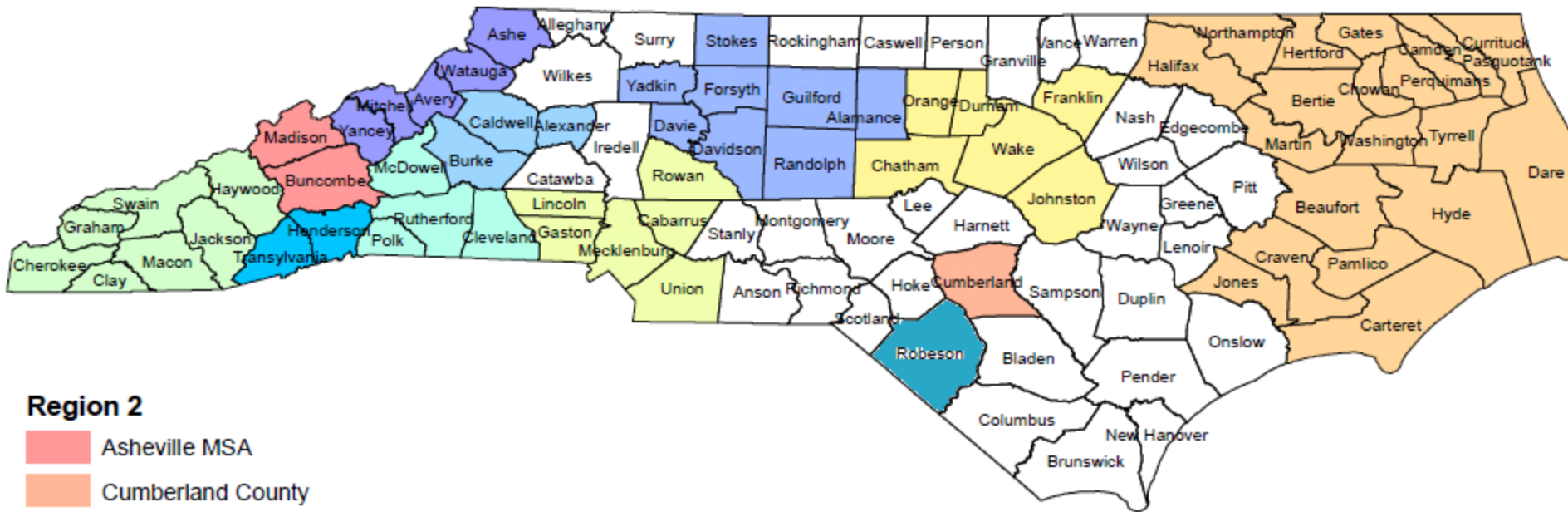
Project Goals

- Raise awareness about women's issues and concerns
- Inform program development and grantmaking
- Provide a way to monitor women's and girls' progress
- Build a unified research and advocacy agenda
- Inform public policies that help women and girls reach their full potential

Research Methods

- Literature review
- Quantitative analysis of American Community Survey data and other sources
- Regional analysis
- Research partnerships
- Trend data

Twelve North Carolina Regions Analyzed



Region 2

- Asheville MSA
- Cumberland County
- Eastern North Carolina
- Triangle MSA
- Charlotte MSA
- Western North Carolina
- Cleveland-McDowell-Polk-Rutherford
- Henderson-Transylvania
- Robeson
- Alexander-Burke-Caldwell
- Greensboro MSA
- Ashe-Avery-Mitchell-Watauga-Yancey

0 50 100 200 Miles



Overview: The Status of Women in Eastern North Carolina

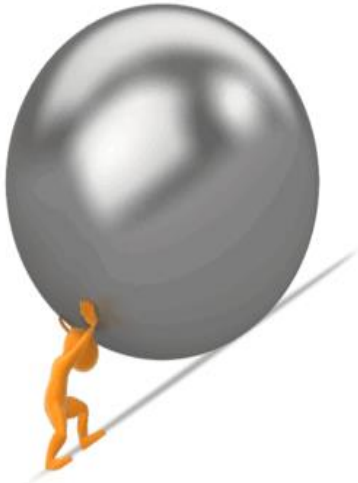
Promising Signs:

- Smaller wage gap than the nation
- Health insurance coverage on par with state as a whole



Persistent Challenges

- Median earnings lower than in state and nation
- Lower educational levels
- Poor health outcomes
- Racial and ethnic disparities



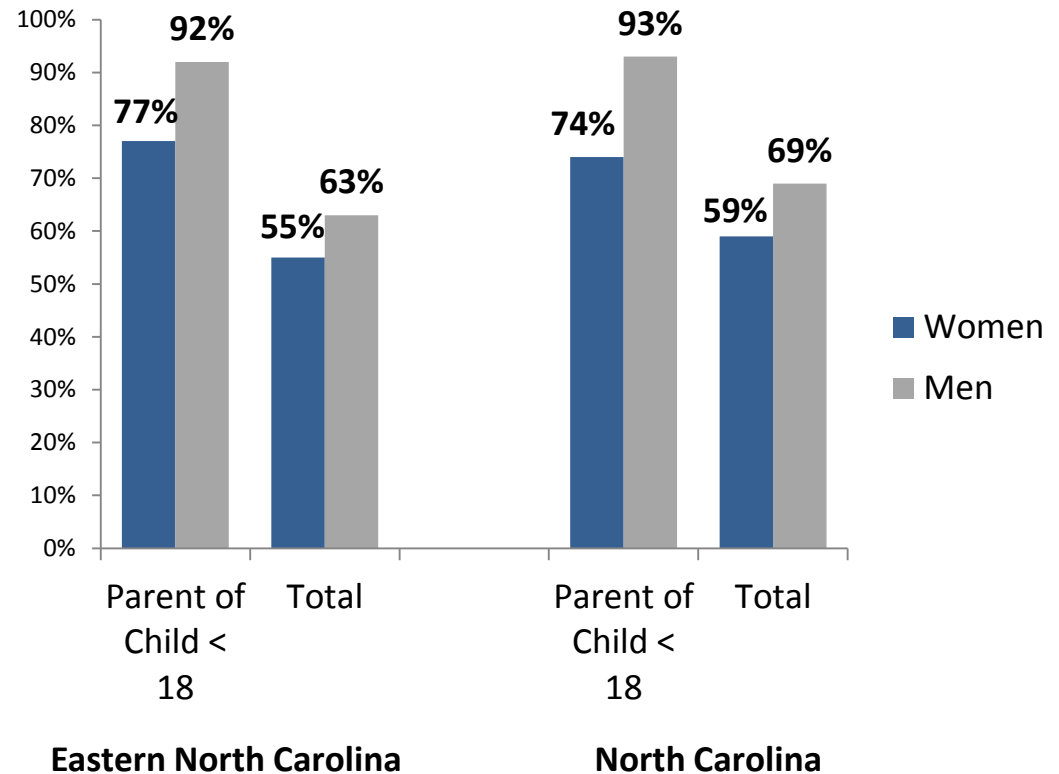


Employment, Education, and Earnings

Gender Gap in Labor Force Participation of Parents



Labor Force Participation by Parental Status and Gender, Eastern North Carolina and North Carolina



Note: Aged 16 and older. Data for Eastern North Carolina are for 2009–2011. Data for the state are for 2011.
Source: IWPR analysis of 2009–2011 and 2011 IPUMS American Community Survey microdata.

Smaller Gender Wage Gap, Lower Earnings in Eastern North Carolina Than in United States

Median Annual Earnings, Full-Time/Year-Round Workers, Aged 16 and Older

Eastern North Carolina

Women:	\$29,476
Men:	\$36,871

Pitt County:

Women:	\$33,278
Men:	\$42,310

North Carolina

Women:	\$32,500
Men:	\$40,800

United States

Women:	\$36,100
Men:	\$46,000

Women in Eastern North Carolina and North Carolina earn 80% of men's earnings, compared with 78% in the nation as a whole.



Note: Data for Eastern North Carolina and Pitt County are for 2009–2011. Data for the state and nation are for 2011. Source: IWPR analysis of 2009–2011 and 2011 IPUMS American Community Survey microdata. Estimates for Pitt County based on 2009–2011 American Community Survey data accessed through American Fact Finder.

Women's Median Annual Earnings in Eastern North Carolina Counties Well Below Living Income Standard for Families



Living income standard in Eastern North Carolina for family with one adult and two children ranges from **\$38,086** (Hertford, Northampton, and Pamlico) to **\$46,120** (Currituck)

Men with High School Diploma Earn More Than Women With Associate's Degrees

Median Annual Earnings for Full-Time/Year-Round Workers by Gender and Educational Attainment, Eastern North Carolina, 2009–2011

	Women	Men	Earnings Ratio
Less Than High School Diploma	\$20,000	\$26,000	77%
High School Diploma or Equivalent	\$24,394	\$35,574	69%
Some College or Associate's Degree	\$29,497	\$40,000	74%
Bachelor's Degree or Higher	\$40,656	\$52,853	77%

Note: For women and men aged 25 and older who worked at least 35 hours per week for at least 50 weeks per year.
Source: IWPR analysis of 2009–2011 IPUMS American Community Survey microdata.

Occupational Segregation a Major Cause of the Gender Wage Gap

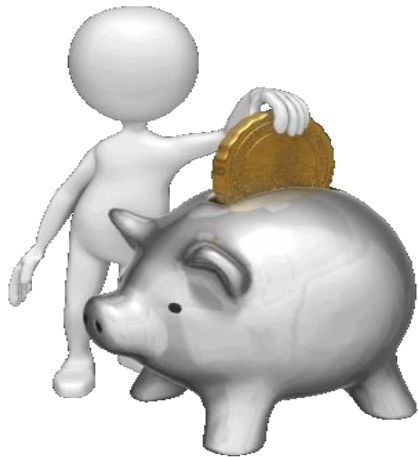
- Eastern North Carolina employed women more likely to work in service occupations than employed men (24% vs. 15%)
- Employed women more likely to work in office and administrative support occupations (19% vs. 5%)
- Employed men more likely to work in construction and extraction occupations (12% vs. less than 1%)



Note: Aged 16 and older.

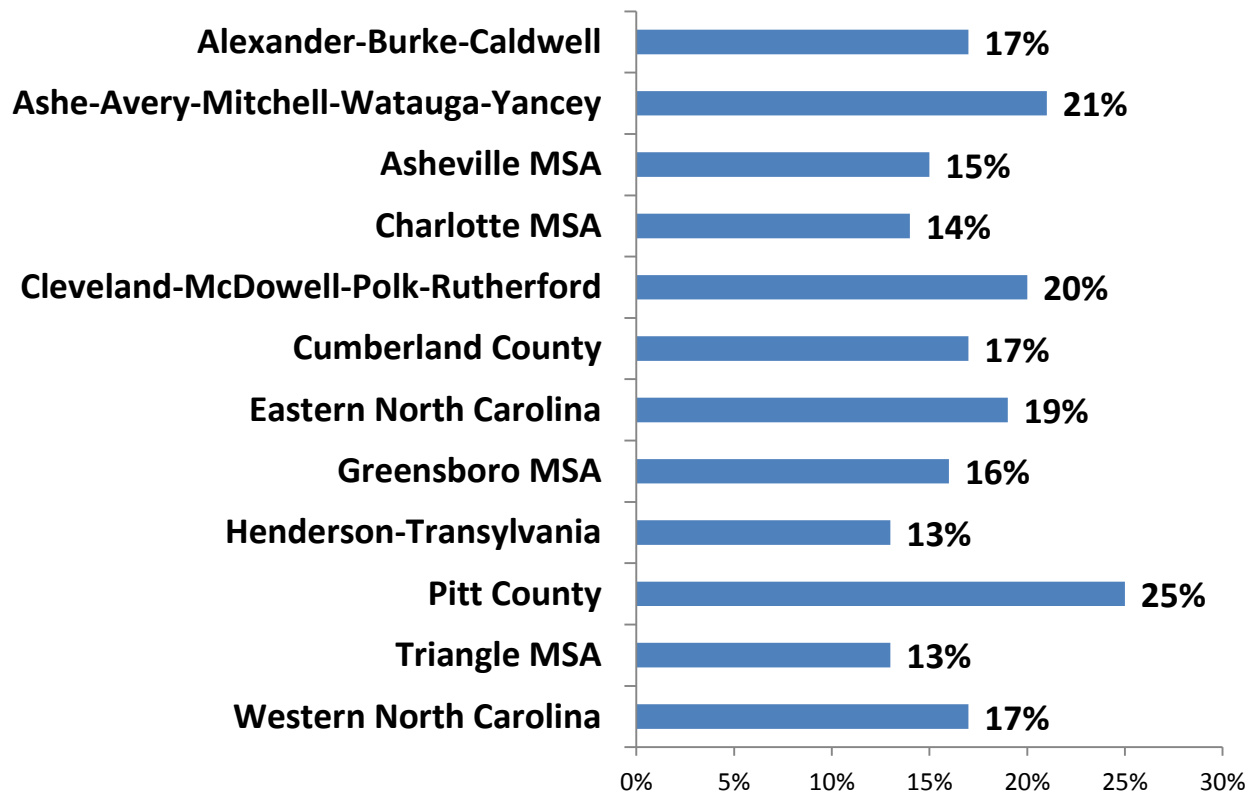
Source: IWPR analysis of 2009–2011 IPUMS American Community Survey microdata.

Economic Security and Poverty



Large Differences in Poverty Across North Carolina Regions

Poverty Rates for Women in Selected North Carolina Regions, 2008–2010



Poverty in North Carolina

Women: 17%

Men: 13%

Poverty in United States

Women: 15%

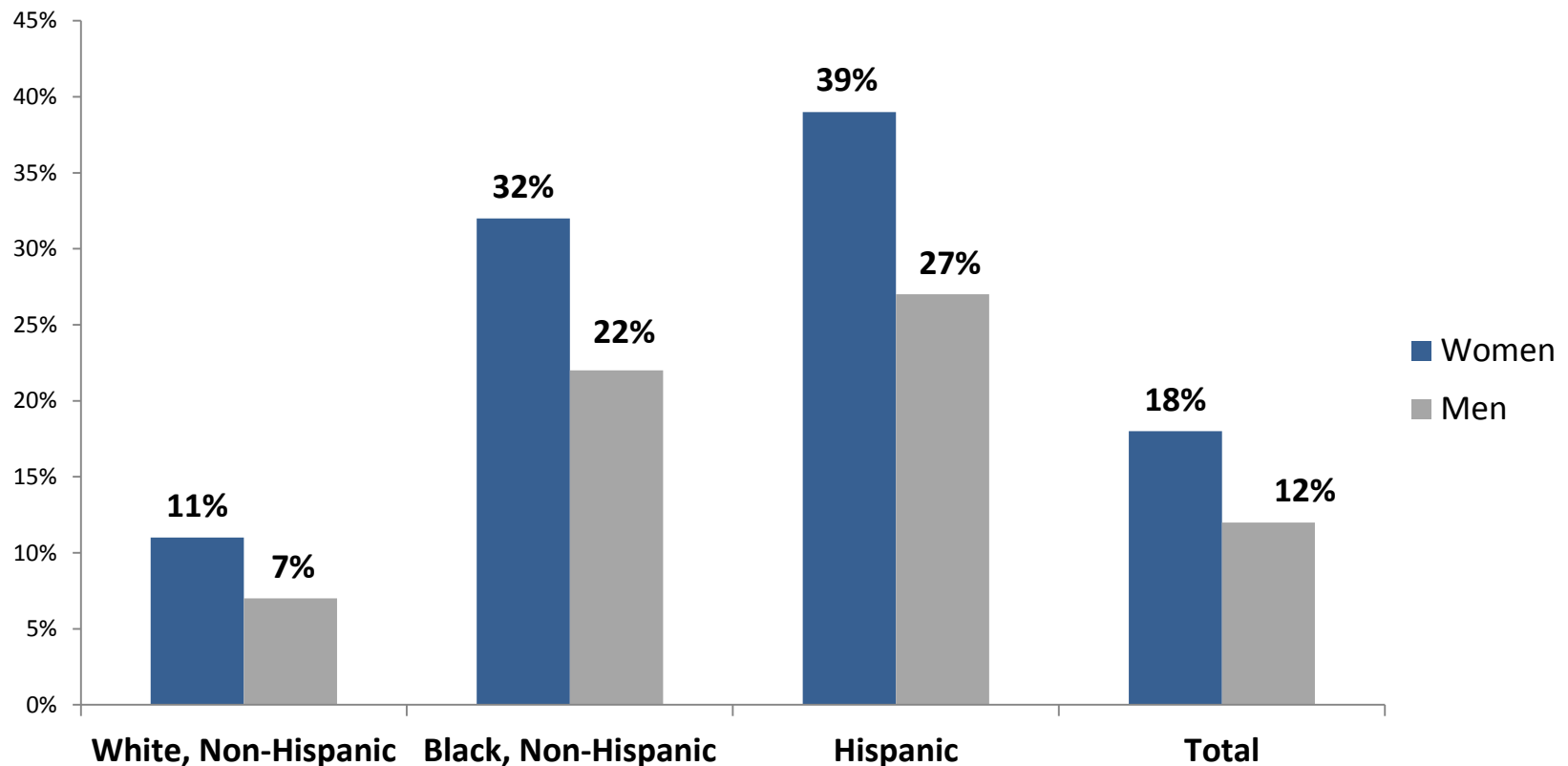
Men: 12%

Note: Includes those aged 18 and older with family incomes below the federal poverty line. For an exact definition of regions see *The Status of Women in North Carolina* (IWPR 2013).

Source: IWPR analysis of 2008–2010 IPUMS American Community Survey microdata. Estimate for Pitt County based on IWPR analysis of 2008–2010 American Community Survey data accessed through American Fact Finder.

Black Women Nearly Three Times More Likely Than White Women to Live in Poverty; Hispanic Women Have Highest Poverty Rate

Poverty Rates by Gender and Race/Ethnicity, Eastern North Carolina, 2009–2011

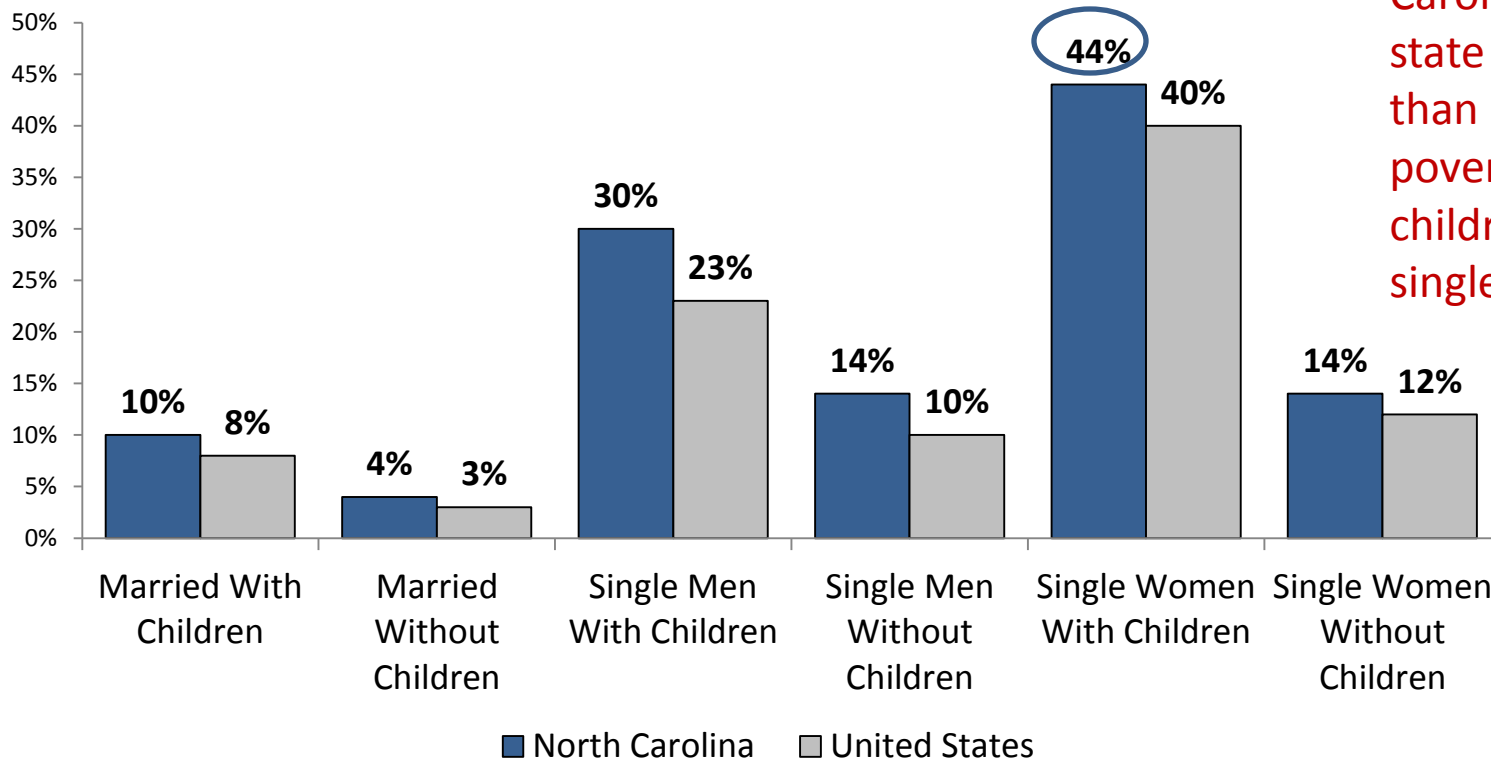


Note: Includes those aged 18 and older with family incomes below the federal poverty line.

Source: IWPR analysis of 2009–2011 IPUMS American Community Survey microdata.

Families Headed by Single Moms Especially Vulnerable to Poverty

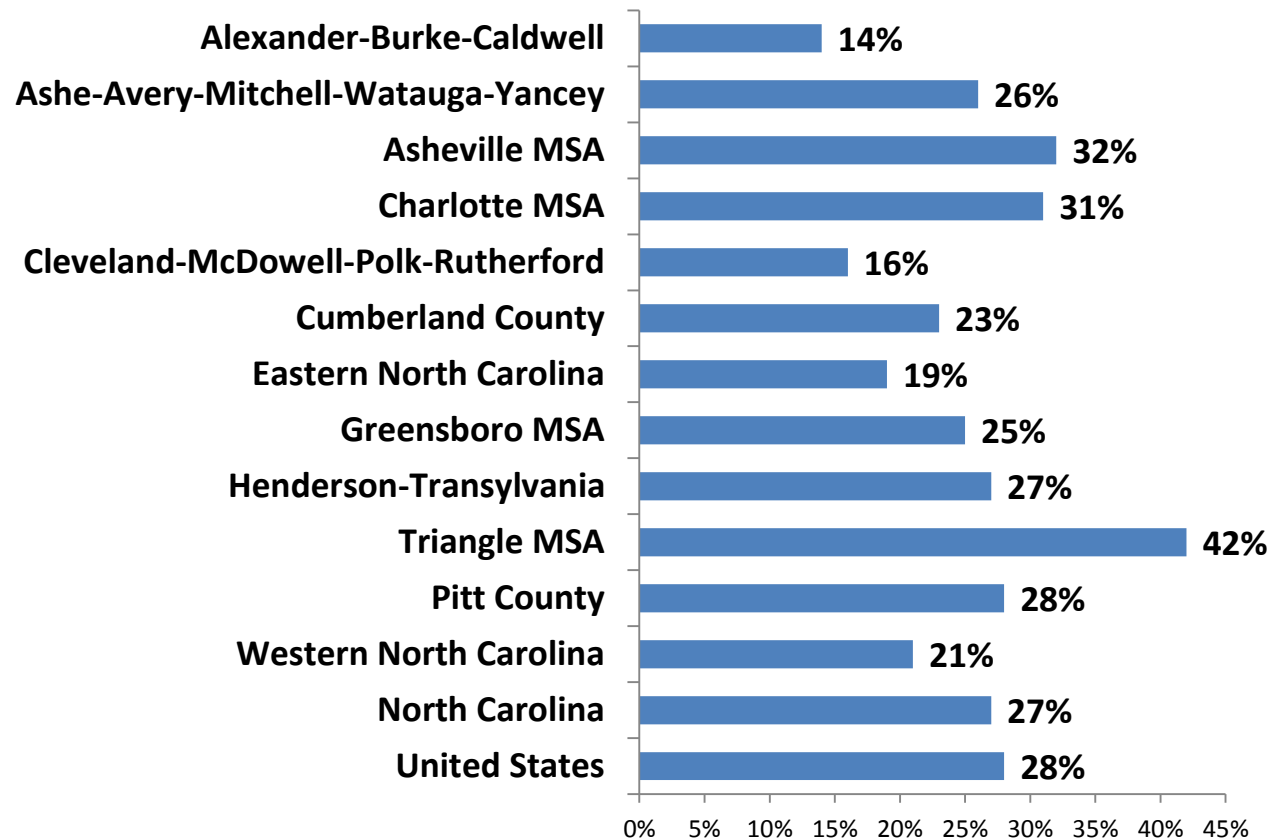
Percent of Families with Income Below the Poverty Threshold by Family Type, 2010



In 17 of 20 Eastern North Carolina counties and the state as a whole, more than 6 in 10 families in poverty with dependent children are headed by single moms.

Striking Differences in Education Across North Carolina Regions, Low Levels of Education in Eastern North Carolina

Percentage of Women with a Bachelor's Degree or Higher, 2008–2010



Note: Aged 25 and older.

Source: IWPR analysis of 2008–2010 IPUMS American Community Survey microdata. Data for Pitt County are 2008–2010 American Community Survey data accessed through American Fact Finder.

Strong Child Care Initiatives in North Carolina

- Smart Start nationally recognized for high-quality work
- More At Four Pre-Kindergarten program one of six programs nationally to meet ten benchmarks for quality delineated by the National Institute for Early Education Research



But Child Care Still Prohibitively Expensive for Many North Carolina Families

- Average annual cost of child care in North Carolina for infant in child care center=\$9,185
- Average annual in-state tuition and fees for public four-year college in North Carolina=\$5,685
- Percentage of eligible children receiving subsidized child care services in Eastern North Carolina counties ranges from 10% (Camden) to 29% (Pamlico)



Health and Well-Being

Eastern North Carolina Women Have Relatively Poor Health Outcomes

- **Women in most ENC counties for which data are reported have higher age-adjusted mortality rate from diabetes than in the state overall**
 - Highest: Hertford (50.1 per 100,000)
 - Lowest: Carteret (15.6 per 100,000)
 - State: 19.4 per 100,000

- **Women in the majority of ENC counties have higher age-adjusted mortality rates from heart disease than in the state**
 - Highest: Washington County (289.8 per 100,000 women)
 - Lowest: Camden (108.0 per 100,000)
 - State: 147.0 per 100,000

Breast Cancer Mortality Rates, Teen Pregnancy Rates High in Eastern North Carolina

- **Only 4 of 11 ENC counties for which data are available have breast cancer mortality rates below the state average (Beaufort, Carteret, Craven, and Dare)**
- **Majority of ENC counties for which teen pregnancy rates (aged 15–19) are reported have higher rates than the state overall**
 - Highest: Currituck and Halifax counties (64.3 per 1,000 and 64.1 per 1,000)
 - Lowest: Northampton (37.8 per 1,000)
 - State: 43.8 per 1,000

Violence Profoundly Affects Many North Carolina Women

A recent national survey shows:

- More than one in five (22%) women in North Carolina has been raped, higher than national average (18%)
- More than half (51%) of North Carolina women have experienced sexual violence other than rape (compared with national average of 45%)



Recommendations

- Promote quality flexible working practices
- Increase access to child care for women with low incomes
- Encourage women and girls to pursue education and careers in nontraditional areas
- Support targeted teen pregnancy prevention programs
- Improve access to health care services needed to monitor and address conditions such as heart disease and diabetes
- Support organizations that offer services for victims of violence

For more information
<http://www.iwpr.org>

