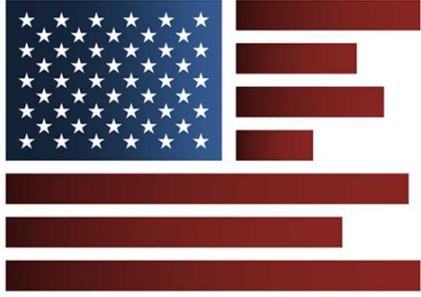


STATE of the UNION

A stylized graphic of the American flag, featuring a blue field with white stars and red horizontal stripes.

EMPLOYMENT

Melissa Kearney
University of Maryland

Trends in Employment among Women



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Overview



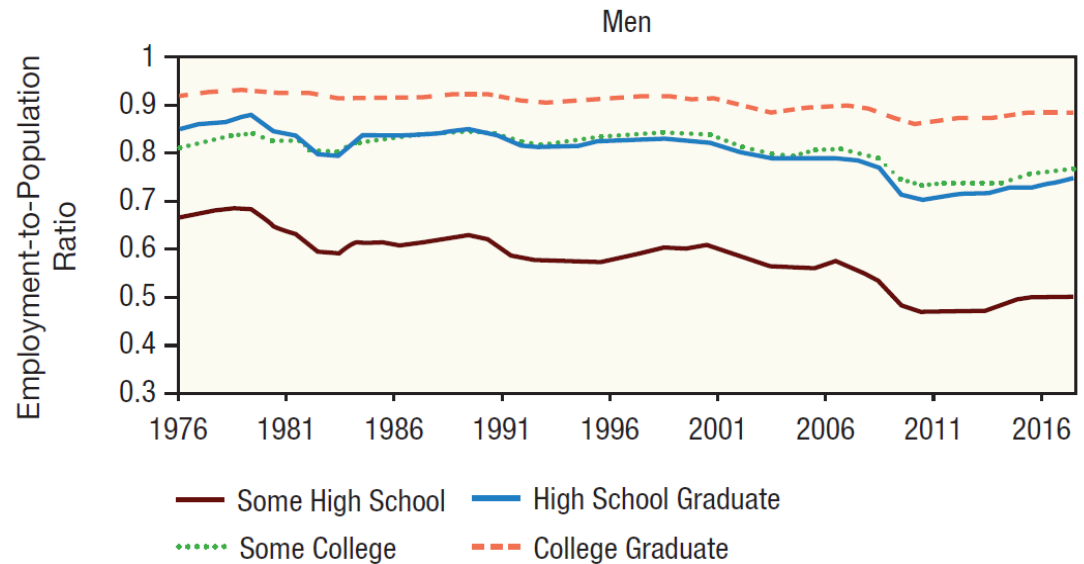
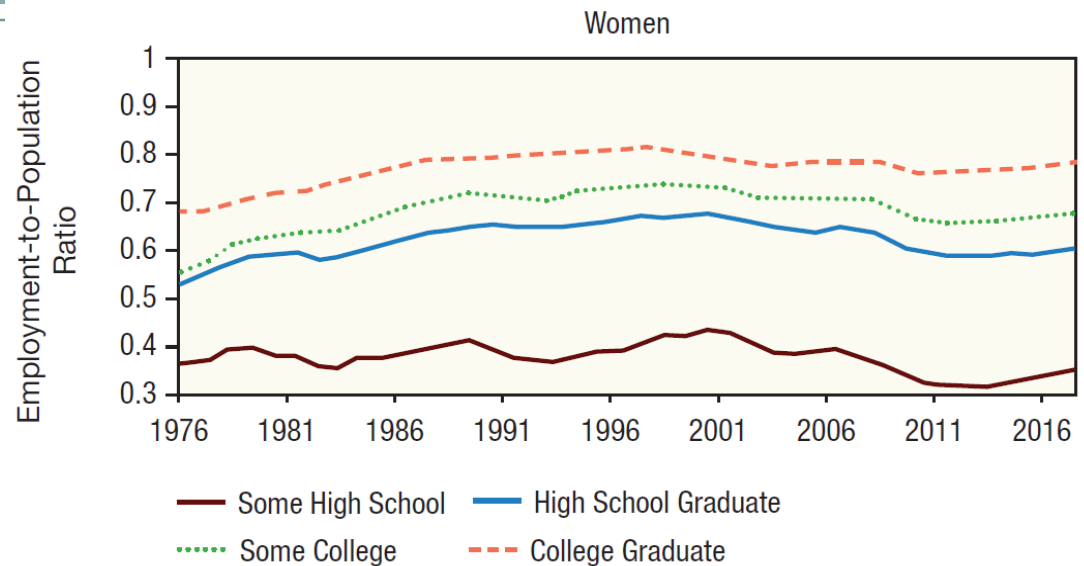
- After rising for decades, female employment has declined since ~2000.
 - 1976 to 1999: 14.2 pp ↑, 43.2% to 57.4%
 - 1999 to 2016: 3.3 pp ↓, to 54.1%
- During later period, has followed a similar downward trend as male employment, but decline has been less severe
 - 1999 to 2016: -.4 pp ↓, 72.0% to 71.6%
 - 1999 to 2016: -5.9 pp ↓, to 65.77
- Less educated and younger workers experiencing the largest drops

Women & Men: by Educ

Large educational differences, for both men and women.

Rates of emp among college educated more than 2X HSDO

Declining employment has been particularly pronounced among non-college educated.



Employment has fallen most among non-college

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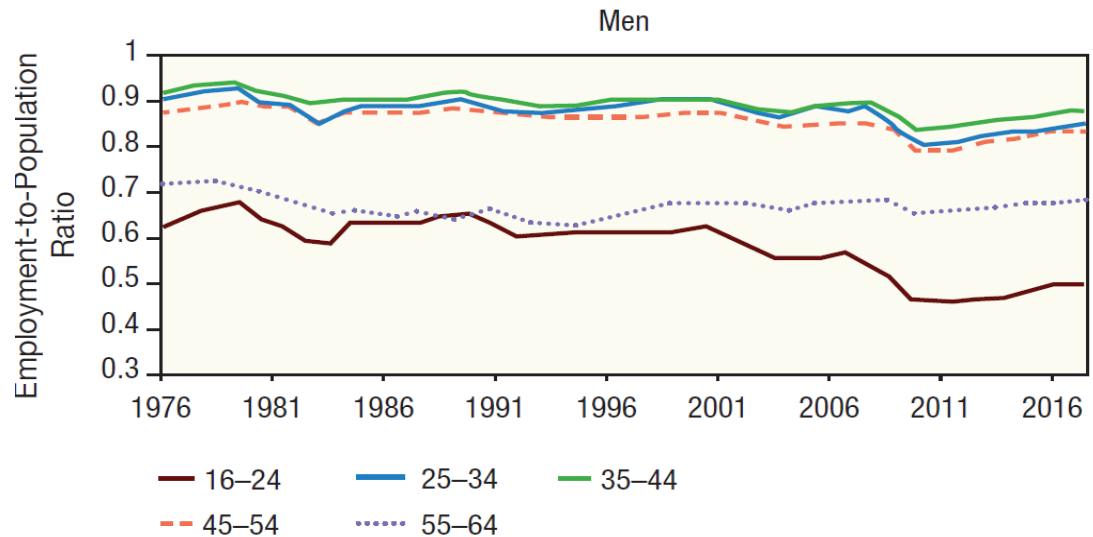
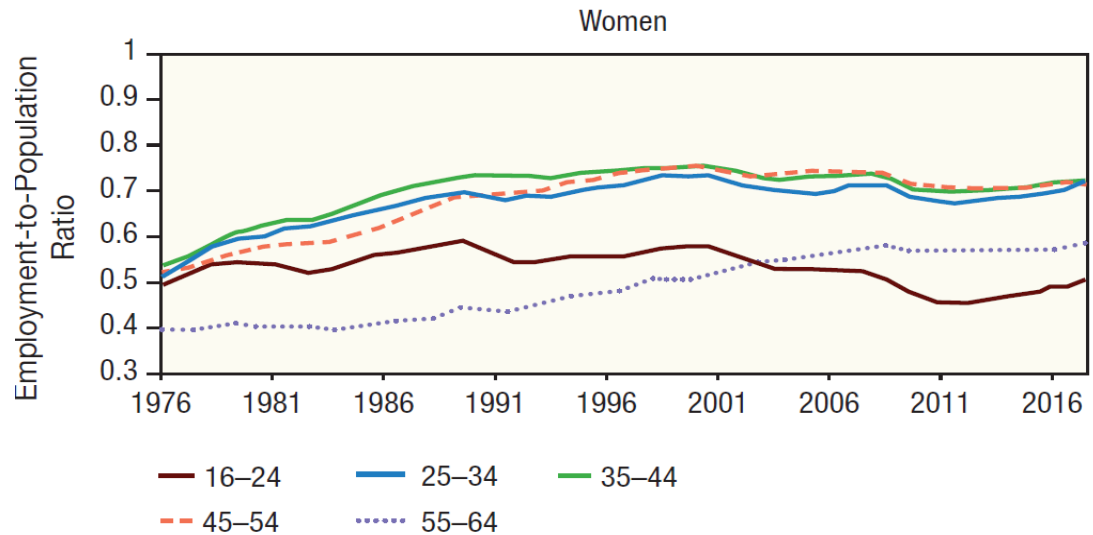
	2016	Change from 1999
<u>Age 25-34</u>		
<i>Less than HS</i>	0.409	-0.061
<i>HS</i>	0.609	-0.089
<i>Some College</i>	0.718	-0.049
<i>College</i>	0.810	-0.014
<u>Age 35-44</u>		
<i>Less than HS</i>	0.486	-0.052
<i>HS</i>	0.638	-0.098
<i>Some College</i>	0.738	-0.046
<i>College</i>	0.796	-0.007
<u>Age 45-54</u>		
<i>Less than HS</i>	0.467	-0.028
<i>HS</i>	0.649	-0.067
<i>Some College</i>	0.732	-0.061
<i>College</i>	0.811	-0.033

Women & Men, by Age

Emp has fallen since 1999 for each 10-yr age group 25-54

Largest declines among youngest cohort; began falling in early 1990s (much of that is among students)

Older women working more now; similar for men, but older men's emp flat



Differences across age groups

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	2016	CHANGE from 1999
<i>Age 16-24</i>	0.488	-0.082
<i>Age 25-34</i>	0.707	-0.023
<i>Age 35-44</i>	0.715	-0.031
<i>Age 45-54</i>	0.712	-0.035
<i>Age 55-64</i>	0.565	0.064
<i>Age 65+</i>	0.149	0.063

Factors driving the decline in employment

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Important factors:

Falling demand for non-college educated workers, driven by technological advances and increased trade with China

Contributing factors:

- Increased reliance on disability benefits (for older inds)
- Increased state minimum wages (for younger inds)

Potential contributing factors:

increased difficulty with child care

Potential policy responses

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1. Human capital investments: expand life long access to well-designed education/training programs; expand supports for college students
2. Reform disability insurance system: offer front-end services to help disabled workers return to work; allow for partial/temporary receipt
3. Tax reform to increase return to work for women: address implicit “secondary earner” penalty in tax code; allow working spouses to deduct a proportion of earnings (will increase EITC benefits for married women)
4. Expanded access to affordable, quality child care: public provision or expanded subsidies