

Economic Indicators for Women in Arkansas: State, Region and County





CARL B. & FLORENCE E. KING FOUNDATION



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INTRODUCTION

Since the mid-90s, The Institute for Women's Policy Research

(IWPR) has routinely produced reports on women's status across a range of areas, including employment and earnings, political participation, poverty and opportunity, reproductive rights, health and well-being, and work and family. Arkansas consistently performs poorly on most of the indicators of women's status, both absolutely, and in comparison to other states. The 2015 Status of Women in the States Report ranks Arkansas 50th on a composite index assessing poverty and opportunity, and 47th on employment and earnings. The Women's Foundation of Arkansas is dedicated to improving the economic viability of women and girls; there is plenty of evidence to suggest that this work is urgently needed.

The WFA is dedicated to improving the economic viability of women and girls; there is plenty of evidence to suggest that this work is urgently needed. Yet we also know that women's status is not uniform, that it varies according to many factors, including but not limited to age, social class, geographic location, and race/ethnicity. With this report we further our mission of engaging our community to promote women and girls in Arkansas by enhancing our understanding of the nuance and variation in women's economic status *within* our state. In this investigation we report economic status indicators at the state level by race and ethnicity, at the regional level where possible by two broad race/ethnic categories, and at the county level for all women.

By investigating several of the most common economic and employment indicators, we intend to provide a benchmark for future research

efforts (our own, and we hope, others) designed to better understand local constraints and opportunities experienced by women in our state. We also intend for this report to provide relevant information to stakeholders—community organizations, businesses, foundations and government—for use in grant and policy-making that will strengthen women's status. Doing so is imperative to the economic health of our state and the well being of the communities in which we live.

e follow the methodological lead of the IWPR for most of the indicators we consider in this report. IWPR chose

indicators based on the principles of "relevance, representativeness, reliability, efficiency, and comparability of data across all states and the District of Columbia" (Hess et al, 2015). Indicators of this quality from reliable data sources will serve as benchmarks over time as we work to improve the status of women in Arkansas. We rely on federally generated data, including the American Community Survey five year estimates (2012-2016), the 2012 Survey of Business Owners and The Integrated Public Use Microdata Series.

The IWPR Poverty and Opportunity Index is comprised of three indicators, Percent of Non-Elderly Women with Health Insurance, Percent Women with a Bachelor's Degree or Higher, and Percent of Women Above Poverty. We investigate these indicators, and include a fourth, Percent of Women-headed Households with Children in Poverty.

The IWPR Employment and Earnings Index is comprised of four indicators, Women's Median Annual Earnings, Ratio of Women's to White Men's Earnings, Women's Labor Force Participation, and Percent of Employed Women in Managerial or Professional Occupations. We include these indicators, as well as one assessing Women's Business Ownership.

Where possible, we look at each indicator at the state level for women and men by race/ethnicity, at the regional level for women of color and white women, and at the county level for all women. With some indicators, some data is not available for each level of analysis. Please see Appendix I: Methodology for information about indicators, data sources, and missing data.

We adopted the regions used by the Arkansas Economic Development Institute to develop their Arkansas' REMI Model (Regional Economic Models Incorporated). In the current REMI Model, the state's counties are grouped into five regions. These regions are the Northwest Region, Northeast Region, Central Region, Southwest Region, and the Southeast Region.

Living Above Poverty

Across racial and ethnic groups, men are more likely than women to live above poverty levels, with 86.1 percent of all men living above poverty in contrast 81.5 percent of all women in Arkansas

- » More than 80 percent of Asian and White women live above poverty, at 85.3 percent and 84.1 percent, respectively.
- » In contrast, only around 70 percent of Pacific Islander, Hispanic, and Black women live above poverty.



Women in Arkansas are less likely to live above the poverty level than women nationally. Statewide, 81.5 percent of women live above poverty, in contrast to 85.1 percent of women nationally.

AT THE REGIONAL LEVEL THERE ARE LARGE GAPS IN WOMEN'S POVERTY STATUS.

- » Women in Central and Northwest Arkansas are least likely to live in poverty, with 83.9 percent of women in Central Arkansas and 82.7 percent in Northwest Arkansas living above poverty.
- » Women in Northeast and Southeast Arkansas are least likely to live above poverty regardless of race/ethnicity, yet the race/ethnic gap in both regions is larger than the race/ethnic gap in Northwest or Central Arkansas.
- » The smallest racial/ethnic gap in women's poverty status is in Northwest Arkansas, with 75.6 percent of women of color and 83.4 percent of white women living above poverty.
- » The largest gap is in Southeast Arkansas, where 83.7 percent of white women live above poverty in contrast to 65.5 percent of women of color. This is an 18.2 percent gap.





Map 1a. Percent of Women Living Above Poverty, Aged 18 and Older

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

AT THE COUNTY LEVEL, THERE IS LARGE VARIATION IN WOMEN'S POVERTY STATUS.

- » In only 6 Arkansas counties do more than 84 percent of women live above poverty. Women are least likely to live in poverty in Saline, Benton, Baxter, Grant, Lonoke, and Dallas counties. Four of these counties, Saline, Lonoke, Grant and Dallas, cluster toward the central part of the state (though are in 3 different regions), and two, Benton and Baxter, are in the Northwest region.
- » 23 Arkansas counties are in the lowest category of women living above poverty. Within this group of counties, there are 3 in which fewer than 70 percent of women live above poverty, including Lee (Northeast Region), Desha (Southwest Region), and Chicot (Southwest Region). This means almost a third of women in these counties live in poverty.



POVERTY AND OPPORTUNITY

Women Headed Household with Children in Poverty

The American Community Survey does not offer data on women headed households in poverty by racial/ethnic status at the state level or county level. We offer this information for all women at the county and region level to better understand the concentration of poverty among women.

The rate of living in poverty for women headed households with children under 18 is higher in Arkansas than the national average, at 46.8 percent compared to 39.7 percent nationally. In Arkansas, almost half of women who head their own households and have children under 18 live in poverty.

- » Women householders with children in Central Arkansas are less likely to live in poverty than in any other region, at 37.9 percent. The next lowest rates are found in Northwest and Northeast Arkansas, at 48.2 percent and 50.9 percent respectively.
- » The rate of living in poverty for women householders with children in the Southwest and Southeast regions is virtually identical, at 56.8 percent and 57.4 percent, respectively.
- » The lowest rate living in poverty among women householders with children is in Saline County, at 19.1 percent. The highest rate is in Drew County, with approximately three-quarters of women householders with children living in poverty.

Map 1b. Percent Women-Headed Households with Children Under 18 in Poverty



The rate of living in poverty for women headed households with children under 18 is higher in Arkansas than the national average, at 46.8%

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

Health Insurance among Non-Elderly Women

Across all racial/ethnic categories, women are more likely than men to have health insurance coverage.

- » Over 80% of Black, Asian/Pacific Islander, and White women have health insurance coverage, at 83.1 percent, 83.8 percent, and 83.9 percent, respectively.
- » Health insurance coverage is the lowest among Hispanic women, of whom 59 percent have health insurance.

The percent of Arkansan women with health insurance coverage, at 83.2, is a little lower than the percent of women with health insurance nationally, at 85.3.

- » Women in Central Arkansas have the highest rate of insurance coverage at 85.4 percent, followed by women in Southeast Arkansas at 83.2 percent.
- » Women in Southwest Arkansas are the least likely to have health insurance coverage, at a rate of 79.6 percent.

THE REGIONS MASK A GREAT DEAL OF VARIATION AT THE COUNTY LEVEL.

- While 9 of the counties with the lowest rates of women's insurance are in Southwest Arkansas (Polk, Sevier, Howard, Miller, Pike, Montgomery, Lafayette, and Nevada), 8 are in Northwest Arkansas (Carroll, Van Buren, Newton, Izard, Madison, Searcy, Sharp, and Stone) and 6 in Northeast Arkansas (Woodruff, Monroe, Poinsett, Jackson, Mississippi, and Phillips).
- » Three counties in Southeast Arkansas have insurance rates higher than or approximately equivalent to the national average (Arkansas County at 86.5 percent, Drew County at 85.2 percent and Grant County at 86.8 percent), while two, Bradley and Chicot Counties, are below 80 percent.





SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

Map 2. Percent of Women with Health Insurance, Aged 18-64

Bachelor Degree Completion

More Arkansas women hold bachelor degrees than men, at 22.2 percent and 20.8 percent. This is true across racial/ethnic categories, except for Native women and men, with 14.8 percent of each holding bachelors degrees.

- » Asian women (45.8 percent) are more likely than women of any other race/ ethnic group to have completed a bachelor's degree. Yet the gender gap in degree completion is largest in this race/ethnic group, with 56.3 percent of Asian men holding a bachelors degree.
- » Bachelor degree attainment is lowest among Hispanic men and women, with 7.4 percent of men and 10.5 percent of women holding bachelor's degrees.



The percentage of women in Arkansas holding bachelor's degrees (22.2) is approximately 10 percent lower than the national figure of 30.5. Within the state, the percentage of women in Central Arkansas holding a bachelors degree is 27.2, closer to the national figure.

- » The percentage of women holding bachelor's degrees in Northeast, Southeast, and Southwest Arkansas are very similar, at 17.4, 17.6 and 16.3 respectively. Approximately 10 percent fewer women in these regions have bachelor's degrees than in Central Arkansas (27.2 percent).
- » In Northwest Arkansas, the percentage of women of color with a bachelor's degree is marginally higher than white women, at 23.6 percent compared to 22.3 percent.
- » Degree attainment is similar across the two racial/ethnic groups in Southeast Arkansas, with 18.1 percent of women of color and 18.7 percent of white women holding at least a bachelor's degree.
- » The racial/ethnic gap is largest in Southwest Arkansas, with 11.6 percent of women of color having completed a bachelor's degree, in contrast to 18.3 percent of white women.

22.2[%] of women in Arkansas hold bachelor's degrees





COUNTY-LEVEL VARIATION IN BACHELOR DEGREE HOLDING IS RELATED TO THE LOCATION OF LARGE INSTITUTIONS OF HIGHER EDUCATION.

» The seven counties with the highest percentage of women who have completed bachelor's degrees are the home to or adjacent to the coun0ties in which large institutions of higher education



are located. The University of Arkansas at Fayetteville is located in Washington County, which is adjacent to Benton County. Arkansas State University is located in Craighead County. The University of Arkansas at Little Rock is in Pulaski County, to which Saline County is adjacent. Faulker County houses the University of Central Arkansas. Henderson State University is located in Clark County.

» Jackson County (Northeast Region) is lowest on the ranking of counties in percent of women with a bachelor's degree, at 7.6. The three other counties in the state in which fewer than 10 percent of women have a bachelor's degree are also located in the Northeast Region (Poinsett, Woodruff, and Monroe). SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

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Less than high school education

More Arkansan men than Arkansan women have not finished high school, at 15.7 percent and 14 percent, respectively.

» In terms of race and ethnicity, we observe important differences in Arkansas. Four out of ten Hispanic women do not have a high school degree, (43.2 percent), followed by women who identify as other or with two or more races (32.1 percent). Among Black women, 17.5 percent have not completed high school, while 12.6 percent of White women do not have a high school degree.



While the percentage of women in Arkansas who have not completed high school (14) is higher than the national figure of 12.4 percent, the difference is much smaller than for bachelor degree attainment. Yet the regional patterns mirror those found for bachelor degree attainment.

- » The lowest percent of women who have not completed a high school education is found in Central Arkansas (10.7 percent).
- » The percentage of women who have not completed a high school education is similar across the 4 remaining regions, ranging from 14.4 percent in Northwest Arkansas to 17.5 percent in Southwest Arkansas.
- » The difference in high school completion by racial/ethnic group is smallest in Central Arkansas, with 9.9 percent of white women and 13.5 percent of women of color who have not completed high school.
- » The largest racial/ethnic difference is found in Northwest Arkansas, with 13.3 percent of white women and 26.5 percent of women of color not having a high school degree.

13.5% of women of color in Central Arkansas are without a high school degree. Map 4. Percent of Women without a High School Degree, Aged 25 and Older



In the Southwest Region, 28.9% of women do not have a high school degree.



IN 15 ARKANSAS COUNTIES, 20 PERCENT OR MORE OF WOMEN HAVE NOT COMPLETED HIGH SCHOOL.

» In two counties, almost onethird of women have not completed high school. In Sevier County, located in the

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

Southwest Region, 28.9 percent of women have not completed high school. The percentage is almost identical in Lee County, located in the Northeast region, at 28.6 percent.

» Women in Faulkner and Pulaski Counties are most likely to have completed high school, with only 8.5 percent of women in Faulkner and 9.6 percent in Pulaski without a high school degree.

EMPLOYMENT AND EARNINGS

Women's labor force participation rate in Arkansas is 53.1%

Labor Force Participation

Arkansan women's labor force participation rate is about 10 percent lower than men's at 53.1 percent compared to 63.4 percent.

- » Black women are in the labor market at a higher rate (58.6) than Black men (56.5) and than women from other racial/ethnic categories.
- » Pacific Islanders (55.1 percent), Asian (57.1 percent), and Hispanic Women (55.8 percent) all have higher labor force participation rates than Native American (46.2 percent) and White women (52 percent).



Women's labor force participation rate is lower in Arkansas (53.1 percent) than the national rate of 58.3 percent.

- » Labor force participation among women is highest in Central Arkansas at 56.4 percent, and lowest in Southwest Arkansas at 50.1 percent.
- » Women of color are more likely to be in the labor force than white women in each of the 5 regions.



Map 5. Percent of Women in the Civilian Labor Force, Aged 16 and Older

Women's labor force participation is highest in four counties in the Central Region.

NOT APPARENT AT THE REGIONAL LEVEL IS THE DRAMATIC COUNTY-LEVEL VARIATION IN WOMEN'S LABOR FORCE PARTICIPATION RATE.

 Women's labor force participation is highest in four counties in the Central Region: Saline (59 percent), Pulaski (58.8 percent), Lonoke (58.6 percent) and Faulkner (58.6 percent).



SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

- » The lowest rate of women's labor force participation, 30.9 percent is in Jackson County (Northeast region).
- » Eight (Marion, Searcy, Van Buren, Cleburne, Stone, Izard, Fulton and Sharp) of the fifteen counties in which women's labor force participation rates are lowest are located in the central area of the Northwest Region.



EMPLOYMENT AND EARNINGS

In Southeast Arkansas, there is an approximate \$10,000 gap in median earnings between women of color.

<u>Earnings</u>

Median earnings for women in Arkansas, \$31,790, are lower than men's earnings at \$40,867.

- » Median earnings among White women are higher than for women of any other racial/ethnic background.
- » Earnings for Pacific Islander and Hispanic women are lower than that of women from other racial/ethnic backgrounds, at \$22,944 and \$22,520, respectively.
- » Earnings for Native (\$30,423) and Asian (\$31,210) women are higher than earnings for Black women (\$28,018).



Median earnings for Arkansan women (\$31,790) are lower than that for women nationally, at \$39,923.

- » Women in Central Arkansas have the highest median earnings (\$31,952) and women in Southwest Arkansas, the lowest (\$30,010).
- » There is essentially no racial/ethnic difference across our broad categories in women's earnings in the Northwest Region. Median earning among women of color is \$28,380 and among white women is \$28,411.
- » The racial/ethic difference in earnings is greatest in southern Arkansas. There is an approximate \$10,000 gap in median earnings between women of color (\$32,995) and white women (\$22,841) in Southeast Arkansas and an \$8000 gap in Southwest Arkansas.

Map 6. Median Earnings for Full-Time, Full-Year Employed Women, Aged 16 and Older





ACROSS COUNTIES, MEDIAN EARNINGS RANGE FROM \$22,993 IN SEVIER COUNTY (SOUTHWEST REGION) TO \$38,300 IN SALINE COUNTY (CENTRAL REGION).

- » Four of the 8 counties in which women's median earnings are highest are in Central Arkansas (Falkner, Saline, Pulaski, and Lonoke). Two—Benton and Washington—are in the Northwest corner of the Northwest Region.
- » The counties in which women's median earnings are the lowest form a kind of circle around central Arkansas. Median wages are higher in counties in the corner of the Northeast and Southwest Regions.

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

EMPLOYMENT AND EARNINGS

Earnings Ratio

We constructed an earnings ratio, comparing earnings of women from different racial/ethnic group to the largest group in the labor market, white men.

» The gap is smallest for Asian women (who earn 73.6 percent of white men) and largest for Hispanic women (who earn 53.1 percent of white men), and Pacific Islanders (54.1 percent of white men). The ratio of median wages for Black women and white men is 66.1 percent.



THE EARNINGS RATIO FOR ALL MEN AND WOMEN IN ARKANSAS IS QUITE CLOSE TO THE NATIONAL FIGURE, AT 77.8 PERCENT AND 79.6 PERCENT, RESPECTIVELY. THERE IS LITTLE VARIATION IN THE GENDER EARNINGS RATIO FOR ALL WOMEN AND ALL MEN BY REGION.

- The gender gap in income is quite similar for Northwest (77.9 percent), Northeast (78.8 percent) and Southwest Regions (77.9 percent).
- » Central and Southwest Arkansas show larger gender gaps at 75.4 percent and 74.2 percent, respectively.

The earnings ratio for white women to white men shows a similar pattern, with little regional variation. However, the earnings ratio for women of color to white men varies by over 20% across regions.

- » In Northwest Arkansas, women across both groups show similar gender gaps in earnings compared with white men, with women of color earnings 76.6 percent of white men's median earnings, and white women, 76.7 percent.
- » The gender gap for women of color is much greater in each of the other four regions, with women of color in Southwest and Southeast Arkansas earning almost 50% less than white men. The gender gap is 54.4 percent in Southwest Arkansas and 53.2 percent in Southeast Arkansas.

THE GENDER GAP IN EARNINGS WE SEE FOR ALL WOMEN AND MEN AT THE COUNTY LEVEL IS LIKELY RELATED TO THE RACE/ETHNIC PATTERNS WE SEE AT THE REGIONAL LEVEL.

- The smallest gender gaps are in Marion (Northwest Region) and Montgomery » (Southwest Region) Counties, at 91.9 and 91.1 percent, respectively.
- The largest gaps, at 58.7 and 59.4 percent are in Calhoun and Layfayette » Counties, also located in the Southwest Region.



Map 7. Ratio of Women's to Men's Earnings for Full-Time, Full-Year Employed Women





SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

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Economic Indicators for Women in Arkansas: State, Region and County

EMPLOYMENT AND EARNINGS

The distribution of women in business and management occupations by racial/ ethnic group is uneven across the state.

Women in Business/Management and related occupations

Thirty-eight point two percent of Arkansan women in the labor force are in business/ management or science and arts occupations, in contrast to 27.3 percent of men.

- » Asian and White women are more likely than women from other racial/ethnic backgrounds to be in business and management occupations, at 40.6 percent and 40.2 percent, respectively.
- » A lower percentage of Black women and Native American women are in business and management occupations, at 31.8 percent and 32.3 percent, respectively.
- » Hispanic women (19.1 percent) are the least likely to be employed in business and management occupations in Arkansas.



While the percentage of women in business and management occupations in the state is marginally lower than the percentage nationally (at 38.2 percent compared to 40.8 percent), the percentage of women in business and management in the Central Region (42.1 percent) is higher than the national average.

- » The other four regions show similar percentages of women in business and management occupations, ranging from 36.6 percent in the Northwest Region to 34.8 percent in the Southwest Region.
- » The distribution of women in business and management occupations by racial/ethnic group is uneven across the state. In Central Arkansas, 37.4 percent of women of color are in business/management occupations, in contrast to 43.7 percent of white women. This is an approximate 7 percent gap. In southwest Arkansas, the gap is much larger, at close to 15 percent, with 39.7 percent of white women in business and management occupations, and 24.8 percent of women of color.

Map 8. Percent of Women in Business/Management and Related Occupations



25 Arkansas counties are in the highest category of percentage of women in business and management.



ARKANSAS COUNTIES.



- » The largest percentage of women in business and management occupations is in Pulaski County, at 45.6 percent, while the smallest is in Poinsett County, at 24.5 percent.
- » There is large variation within regions of percentage women in business and management occupations. For example, in Northeast Arkansas, 40.2 percent of women are employed in business or management occupations in Craighead County, which is adjacent to Poinsett County, the county with the lowest percentage of women (24.5) in these occupations.
- » Twenty-five Arkansas counties are in the highest category of percentage of women in business and management (37.2-45.6 percent) and 16 are in the lowest (24.5-31.6 percent)

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

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EMPLOYMENT AND EARNINGS

Businesses Owned by Women

Women own thirty three percent of businesses in Arkansas while men own 54.3 percent. The totals for men and women do not sum to 100 percent because women and men own some businesses jointly.







» Men of every racial/ethnic background are more likely to own businesses than women of the same background with one exception. Of all businesses owned by Black individuals, Black women own 60 percent.

THE PERCENT OF BUSINESSES OWNED BY WOMEN IN ARKANSAS (33.5 PERCENT) IS LOWER THAN THE NATIONAL RATE OF 36.3 PERCENT. THERE IS LITTLE REGIONAL VARIATION IN WOMEN'S BUSINESS OWNERSHIP, BUT MUCH COUNTY-LEVEL VARIATION.

- » Percent of women-owned businesses in Southeast Arkansas (36.3 percent) is the same as the national rate.
- » The highest percentages of women's business ownership are found in the eastern part of the state, with 36.6 percent of businesses in the Southeast Region owned by women and 34.3 percent the Northeast Region. Of the 16 counties with the highest percentage of womenowned businesses, 12 are in eastern Arkansas.
- » Fifteen of the seventeen counties in the highest category of women's business ownership exceed the national rate of 36.3 percent.

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE Estimate (Coefficient of Variation Exceeds 25 Percent

CONCLUSION

t is common for reports such as these to conclude by providing policy recommendations for ways to improve

• women's status. Indeed the WFA has produced or partnered with others on many such reports, suggesting pathways for policy-makers, advocates, and legislators to improving the status of women. Advocacy groups nationally and in the state have proposed solutions to poverty among women and children, to employment hurdles, and to address the gender gap in wages among full-time employed adults. We maintain that implementing policies aimed at improving women's status will improve the lives of individuals in our state.

However, our focus for this report is not to advocate for specific policy initiatives. Instead, we use this report to provide a foundation for future research that *intentionally investigates the nuance and variation in women's status*, and that seeks to provide data we need to answer pressing questions about women's status for all women in Arkansas. In this report we see that the economic status of Arkansan women is related to other aspects of women's lives, such as where women reside and women's race/ ethnic background.

The advantage of using Census data for such a pursuit is that the data are reliable, representative, and replicates, so change in women's status can be measured. But Census data are limited in what is available. For example, while we can examine employment patterns, poverty status, and income, we cannot use Census data to answer questions about women's financial literacy, banking habits, or asset availability. To understand more about this behavior in our state requires a focused approach relying on other existing data sources, and the creation of new data to answer those questions.

Moreover, the Census data give us a snapshot of women's status but it does not explain why we see that patterns we do. We can make inferences based on the history of race and gender relations in our state about these patterns, but this knowledge doesn't help us understand all of what we see, especially when there are deviations from these patterns. That is why the next step for WFA is to

We invite stakeholders to join us in expanding the conversation about the indispensible role of women in the economic vitality of our state.

use this report in community conversations about what explains the findings herein, and what community members think might be helpful at a local level to improve the lives of women. We invite stakeholders to join us in expanding the conversation about the indispensible role of women in the economic vitality of our state.

References

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- 1. Arkansas ranked 47 in political participation, 43 in reproductive rights, 47 in health and well being but 8 in work and family, a category that includes elder/dependent care and child care, on which Arkansas ranks relatively higher.
- 2. Sample size restrictions prevented a more nuanced investigation of women's status by race and ethnicity across regions.
- 3. These groupings of counties utilized several criteria. A primary criterion was the commuter patterns into the state's seven metropolitan statistical areas. It was desirable to have regions reflect the daily movement of people from their place of residence to their place of work as much as possible. A second consideration was the Fayetteville Natural Gas Play. Counties that participated in this play are likely to have similar economies and responses to changing economic conditions. A final major consideration for the county groupings was Arkansas's diagonal line that separates the mountainous areas of the state from the delta flatlands. In some research, this diagonal becomes a baseline to explore the state's demographic characteristics, economic activities, and differences in economic status.
- 4. Racial/ethnic identification data is not available at the county-level for this variable so we are unable to make race/ethnic comparisons at the region level.
- 5. Small sample sizes for women of color mean that many counties were excluded from this indicator for women of color, which is the case for many indicators for women of color in Northwest Arkansas (see methodological appendix). Results for this region should be interpreted with this in mind.
- 6. This does not mean that there isn't racial ethnic variation in earnings in the region, but that our broad race/ethnic categories are similar. When we investigated this finding we found that the median earnings for Black women was \$28,210, White women, 28,411, and Hispanic women \$21,957.
- 7. Small sample sizes mean we are unable to investigate ownership of business by race/ethnicity and region.
- 8. See, for example, 1973/2013: A Then and Now Report on the Status of Women in Arkansas, Our Common Journey: The Economics of Educating Women in Arkansas, and Women's Social and Economic Status in Arkansas, Interim Study. Find these and others online at http://womensfoundationarkansas.org/resources/research/.

APPENDIX I METHODOLOGY

he data in Women in Arkansas: Economic Indicators report come from federal government agencies; tables, figures and

maps are based on the Arkansas Economic Development Institute analysis of two nationwide surveys, the American Community Survey (ACS) and the 2012 Survey of Business Owners (SBO). Most of the indicators were constructed using ACS summary tables with aggregate data, accessed through American FactFinder; when summary tables were not available, we used the Integrated Public Use Microdata Series (IPUMS) online data analysis system, Version 7.0, developed by the University of Minnesota (Ruggles et al. 2017).

The tables, figures, and maps present data for individuals or households, disaggregated by race and ethnicity. Race and ethnicity are self-identification categories in the sense that the information provided by the person determines the racial and ethnic group to which that person (and other household members) belongs. When the number of cases allowed it, our analysis distinguishes the following racial categories: White, Black (which includes those who identified as Black or African-American), Native American (which includes those who identified as American Indian or Alaska Native), Asian, Pacific Islander (which includes those who identified as Pacific Islander or Native Hawaiian), and other (which includes those who identified with two or more races). The indicators are also disaggregated by ethnicity, and we included data for Hispanics (or Latinos), which can be of any race. To prevent double-counting, our analysis separates Hispanics from racial categories.

One of the limitations of examining differences in economic indicators for women of different racial and ethnic affiliations, is that eventually the number of cases becomes very small to provide unbiased indicators, especially for small geographic areas or populations. For indicators at the regional-level, we present the information for two groups, *white women* and *women of color*. Women who indicated their race/ethnic category as "white" are included in the *white* women category. Under the category *women of color*, we included race/ethnic minorities, i.e. women who self-identified as Black or African-American, American Indian or Alaska Native, Asian, Native Hawaiian and Pacific Islander, or any race other than White. Women of two or more races were also included in this category of *women of color*. Since Hispanics can be of any race, both categories include Hispanics or Latinas.

Most of our indicators at county-level were constructed using five years of data (2012-2016) to ensure an adequate sample size. Five-year estimates provide the largest sample size for very small populations and geographic areas, and are the most reliable and precise estimations. We used margins of error to determine if the coefficient of variance for the data met the minimum threshold of 25 percent. When the CV was greater than 25 percent, the data are not presented. To be consistent and to provide the most recent data available in American FactFinder, we also used this combined data file to construct state and national-level indicators. The ACS 5-year estimates are constructed as period estimate and reflect the average characteristics over the entire 60 month period.

All ACS estimates accessed through American FactFinder are weighted with the corresponding individual or household weight. The indicators that were estimated using ACS IPUMS person-level data were also weighted using the appropriate sample weights. Weights included with the ACS IPUMS data adjust for the mixed geographic sampling rates, nonresponse rates, and individual sampling probabilities. Estimates from the ACS IPUMS samples may not be consistent with summary table ACS estimates due to the additional sampling error.

Economic Indicators

Percent Living Above Poverty. This report uses the official federal definition of poverty. Following the Office of Management and Budget's (OMB) Statistical Policy Directive 14, the Census Bureau uses a set of money income thresholds that vary by family size and composition to determine who is in poverty. If a family's total income is less than the family's threshold, then that family and every individual in it is considered in poverty. The official poverty thresholds do not vary geographically, but they are updated for inflation using the Consumer Price Index (CPI-U). The official poverty definition uses money income before taxes and does not include capital gains or noncash benefits (such as public housing, Medicaid, and food stamps).

Percent of Women 18-64 Years Old with Health Insurance. The Census Bureau broadly classifies health insurance coverage as private or public. Private health insurance is a plan provided through an employer or union, a plan purchased by an individual from a private company, or TRICARE or other military health care. Public coverage includes the federal programs Medicare, Medicaid, and VA Health Care (provided through the Department of Veterans Affairs); the Children's Health Insurance Program (CHIP); and local medical programs for indigents (this program is included only for the Pacific Islands). People who had no reported health coverage, or those whose only health coverage was Indian Health service, were considered uninsured.

Employed include all civilians 16 years old and over who were either (1) "at work" -- those who did any work at all during the reference week as paid employees, worked in their own business or profession, worked on their own farm, or worked 15 hours or more as unpaid workers on a family farm or in a family business; or (2) were "with a job but not at work" -- those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. Excluded from the employed are people whose only activity consisted of work around the house or unpaid volunteer work for religious, charitable, and similar organizations; also excluded are people on active duty in the United States Armed Forces.

Unemployed include all civilians 16 years old and over if they (1) were neither "at work" nor "with a job but not at work" during the reference week, and (2) were actively looking for work during the last 4 weeks, and (3) were available to accept a job. Also included as unemployed are civilians who did not work at all during the reference week, were waiting to be called back to a job from which they had been laid off, and were available for work except for temporary illness. The reference week is the calendar week preceding the date on which the respondents completed their questionnaires or were interviewed. This week may not be the same for all respondents.

Earnings. Following the Census Bureau, we defined earnings as the algebraic sum of wage or salary income and net income from self-employment. Earnings represent the amount of income received regularly before deductions for personal income taxes, Social Security, bond purchases, union dues, Medicare deductions, etc.

We used two indicators for earnings in this report. The first one corresponds to the median annual earnings of individuals aged 16 and older who worked full-time (35 hours or more per week), year round (50 to 52 weeks) in the last 12 months. The second indicator is the ratio of women's median earnings to white men's median earnings; this indicator was constructed for both white women's median earnings compared to white men's median earnings, and women of color's median earnings compared to white men's median earnings.

Percent of Women in Business, Management, Science, and Arts Occupations. Occupation describes the kind of work the person does on the job. For employed people, the data refer to the person's job during the reference week. For those who worked at two or more jobs, the data refer to the job at which the person worked the greatest number of hours. This indicator shows the percent of civilian employed women 16 years and over who worked in professional occupations including business, management, science, and arts occupations. Even though previous studies include only women in business and managerial positions, since our main interest was to provide information for different racial and ethnic categories, we had to work with a broader category of professional occupations as provided by ACS summary tables which also include science and arts to avoid small sample sizes.

Percent of Businesses Owned by Women. For this indicator, we used the 2012 Survey of Business Owners, which provides the latest information available on selected economic and demographic characteristics for businesses and business owners that can be accessed through American FactFinder. This survey includes all nonfarm businesses filing Internal Revenue Service tax forms as individual proprietorships, partnerships, or any type of corporation, and with receipts of \$1,000 or more. This indicator shows the percent of businesses, both with paid and no paid employees, that are owned by women, i.e., women have 51 percent or more of the stock or equity in the business.

References.

Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. *Integrated Public Use Microdata Series: Version 7.0* [dataset]. Minneapolis: University of Minnesota, 2017. https://doi.org/10.18128/D010.V7.0.

APPENDIX II WOMEN'S STATUS BY RACE/ETHNICITY

Women's Status by Race/Ethnicity, Arkansas and United States

| Indicator | Black | Native American | Asian | Native Hawaiian/ Pacific Islander | Hispanic or Latino (of any race) | White | Other/ Two or More Races | Total |
|----------------------------------|--------------|--------------------|------------|--|---|----------|-----------------------------------|----------|
| Percent of Women Living Above F | Poverty, Age | | | | | | | |
| Arkansas | 69.7 | 74.8 | 85.3 | 71.3 | 69.9 | 84.1 | 73.4 | 81.5 |
| United States | 75.5 | 73.2 | 87.4 | 79.9 | 77.2 | 87.3 | 76.8 | 85.1 |
| Percent of Women with Health In | | | | | | | | |
| Arkansas | 83.1 | 72.1 | 83 | | 59.0 | 83.9 | 71.3 | 83.2 |
| United States | 83.2 | 72.8 | 87 | | 70.4 | 86.7 | 74.3 | 85.3 |
| Percent of Women with a Bachelo | or's Degree | | Aged 25 an | d Older | | | | |
| Arkansas | 17.0 | 14.8 | 45.8 | NA | 10.5 | 23.0 | 16.3 | 22.2 |
| United States | 22.2 | 15.2 | 49.8 | 16.4 | 16.1 | 31.5 | 18.2 | 30.5 |
| Percent of Women without a High | | | 25 and Old | ler | | | | |
| Arkansas | 17.5 | 16.2 | 15.5 | 36.2 | 43.2 | 12.6 | 32.1 | 14.0 |
| United States | 14.4 | 19.0 | 15.4 | 13.9 | 32.8 | 10.4 | 29.9 | 12.4 |
| Percent of Women in the Civilian | Labor Forc | e, Aged 16 | and Older | | | | | |
| Arkansas | 58.6 | 46.2 | 57.1 | 55.1 | 55.8 | 52.0 | 54.8 | 53.1 |
| United States | 62.3 | 55.5 | 58.2 | 62.0 | 58.9 | 57.4 | 60.9 | 58.3 |
| Median Earnings for Women Emp | loyed Full- | | | 16 and Old | er | | | |
| Arkansas | \$28,018 | \$30,423 | \$31,210 | \$22,944 | \$22,520 | \$33,049 | \$26,788 | \$31,790 |
| United States | \$34,953 | \$32,000 | \$49,249 | \$34,512 | \$29,924 | \$40,971 | \$32,723 | \$39,923 |
| Ratio of Women's to White Men's | Earnings | | | | | | | |
| Arkansas | 66.1 | 71.8 | 73.6 | 54.1 | 53.1 | 78.0 | 63.2 | 77.8 |
| United States | 67.4 | 61.7 | 94.9 | 66.5 | 57.7 | 79.0 | 63.1 | 79.6 |
| Percent of Women in Business/Ma | anagement | and Relate | d Occupati | ons | | | | |
| Arkansas | 31.8 | 32.3 | 40.6 | NA | 19.1 | 40.2 | 25.2 | 38.2 |
| United States | 33.5 | 31.8 | 49.2 | 28.1 | 25.5 | 42.8 | 26.4 | 40.8 |
| Percent of Business Owned by We | omen | | | | | | | |
| Arkansas | 59.9 | 42.7 | 35.8 | NA | 40.6 | 30.7 | 42.6 | 33.5 |
| United States | 58.9 | 48.0 | 39.1 | 45.6 | 44.5 | 33.2 | 45.6 | 36.3 |

Basic Demographic Indicators for Women by Race/Ethnicity, Arkansas and United States

| Indicator | Black | Native American | Asian | Native Hawaiian/ Pacific Islander | Hispanic or Latino (of any race) | White | Other/ Two or More Races | Total |
|---------------------------------|----------|--------------------|---------|--|---|-------|-----------------------------------|-------|
| Median Age | | | | | | | | |
| Arkansas | 33.6 | 35.9 | 33.7 | 23.2 | 23.5 | 41.8 | 21.6 | 39.2 |
| United States | 35.1 | 33.3 | 37.6 | 31.5 | 29.0 | 41.7 | 25.0 | 39.0 |
| Percent of households headed by | a woman, | no husband | present | | | | | |
| Arkansas | 28.8 | 11.0 | 9.1 | NA | 16.1 | 10.1 | 15.9 | 13.1 |
| United States | 28.3 | 21.3 | 9.2 | 17.6 | 19.9 | 10.1 | 20.2 | 12.9 |

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

The advantage of using Census data for such a pursuit is that the data are reliable, representative, and replicates, so change in women's status can be measured.

Economic Indicators for Women in Arkansas: State, Region and County

Appendix II: Women's Status by Race/Ethincity

APPENDIX III DEMOGRAPHIC TABLES

Distribution of Women of All Ages by Race/Ethnicity -Arkansas Counties, State, and US National Data

| County | Black | Native American | Asian | Native Hawaiian/ Pacific Islander | Hispanic or Latino (of any race) | White | Other/ Two or More Races |
|--------------|-------|--------------------|-------|--|---|-------|--------------------------------|
| Arkansas | 28.1% | 0.1% | 0.0% | 0.0% | 3.0% | 70.8% | 1.0% |
| Ashley | 27.0% | 0.3% | 0.0% | 0.0% | 4.7% | 70.4% | 2.3% |
| Baxter | 0.1% | 0.6% | 0.6% | 0.0% | 2.0% | 97.2% | 1.4% |
| Benton | 1.3% | 1.5% | 3.4% | 0.4% | 15.5% | 88.8% | 4.7% |
| Boone | 0.4% | 1.1% | 0.7% | 0.0% | 2.4% | 96.0% | 1.7% |
| Bradley | 30.3% | 1.1% | 0.0% | 0.0% | 11.7% | 62.5% | 6.1% |
| Calhoun | 22.2% | 0.2% | 0.0% | 0.6% | 4.1% | 76.4% | 0.6% |
| Carroll | 1.4% | 0.7% | 0.8% | 0.6% | 14.2% | 93.6% | 2.9% |
| Chicot | 55.3% | 0.4% | 0.2% | 0.0% | 6.1% | 42.0% | 2.1% |
| Clark | 24.5% | 0.2% | 0.9% | 0.0% | 4.5% | 71.1% | 3.4% |
| Clay | 0.5% | 0.4% | 0.3% | 0.0% | 0.8% | 97.1% | 1.7% |
| Cleburne | 0.1% | 0.3% | 0.7% | 0.0% | 1.9% | 97.9% | 0.9% |
| Cleveland | 9.9% | 0.1% | 0.1% | 0.0% | 2.8% | 89.0% | 0.9% |
| Columbia | 35.8% | 0.3% | 1.2% | 0.0% | 2.8% | 58.7% | 4.1% |
| Conway | 12.2% | 0.5% | 0.1% | 0.0% | 4.0% | 85.3% | 1.8% |
| Craighead | 14.5% | 0.6% | 1.1% | 0.1% | 4.2% | 80.4% | 3.3% |
| Crawford | 1.5% | 2.0% | 1.8% | 0.0% | 6.8% | 89.7% | 5.0% |
| Crittenden | 51.2% | 0.2% | 0.8% | 0.1% | 2.3% | 43.8% | 4.0% |
| Cross | 23.5% | 0.0% | 0.3% | 0.0% | 2.2% | 74.6% | 1.6% |
| Dallas | 41.7% | 0.0% | 2.6% | 0.0% | 2.6% | 52.6% | 3.2% |
| Desha | 47.8% | 0.2% | 0.0% | 0.0% | 5.6% | 48.5% | 3.4% |
| Drew | 28.8% | 0.1% | 0.1% | 0.0% | 3.6% | 67.2% | 3.8% |
| Faulkner | 11.7% | 0.3% | 1.2% | 0.1% | 3.6% | 83.5% | 3.1% |
| Franklin | 0.5% | 3.4% | 0.6% | 0.2% | 2.9% | 93.5% | 1.8% |
| Fulton | 0.1% | 0.6% | 0.3% | 0.0% | 1.1% | 96.5% | 2.6% |
| Garland | 7.8% | 0.6% | 0.8% | 0.0% | 4.8% | 85.6% | 5.2% |
| Grant | 4.9% | 0.4% | 0.2% | 0.0% | 1.0% | 93.1% | 1.3% |
| Greene | 0.9% | 0.5% | 0.1% | 0.1% | 2.9% | 96.1% | 2.3% |
| Hempstead | 31.0% | 0.2% | 0.0% | 0.0% | 12.2% | 62.2% | 6.6% |
| Hot Spring | 10.6% | 0.5% | 0.2% | 0.0% | 3.3% | 85.8% | 2.9% |
| Howard | 21.6% | 0.6% | 0.2% | 0.0% | 11.3% | 65.9% | 11.8% |
| Independence | 1.7% | 0.5% | 1.2% | 0.0% | 5.7% | 92.7% | 3.9% |
| Izard | 0.1% | 0.3% | 0.3% | 0.0% | 1.2% | 97.6% | 1.7% |
| Jackson | 17.6% | 0.3% | 0.2% | 0.0% | 3.0% | 79.4% | 2.5% |
| Jefferson | 57.5% | 0.1% | 0.7% | 0.0% | 1.7% | 39.7% | 2.0% |
| Johnson | 1.2% | 0.4% | 1.4% | 0.0% | 12.6% | 92.9% | 4.2% |
| Lafayette | 39.6% | 0.0% | 0.4% | 0.0% | 1.1% | 59.6% | 0.4% |
| Lawrence | 0.7% | 0.4% | 0.0% | 0.0% | 1.4% | 97.3% | 1.6% |

| County | Black | Native American | Asian | Native Hawaiian/ Pacific | Hispanic or Latino (of any | White | Other/ Two or More Races |
|---------------|-------|--------------------|-------|--------------------------------|----------------------------------|-------|--------------------------------|
| Lee | 61.1% | 0.5% | 0.1% | 0.0% | 1.0% | 38.3% | 0.0% |
| Lincoln | 23.5% | 0.7% | 0.0% | 0.0% | 2.9% | 73.8% | 2.1% |
| Little River | 20.6% | 1.3% | 0.0% | 0.0% | 2.2% | 74.3% | 3.8% |
| Logan | 1.9% | 1.1% | 1.9% | 0.0% | 1.8% | 93.1% | 2.1% |
| Lonoke | 6.4% | 0.4% | 0.9% | 0.0% | 3.7% | 88.8% | 3.6% |
| Madison | 0.6% | 0.7% | 0.7% | 0.0% | 5.2% | 95.3% | 2.7% |
| Marion | 0.4% | 0.9% | 0.5% | 0.0% | 2.3% | 96.1% | 2.1% |
| Miller | 25.9% | 0.6% | 0.2% | 0.1% | 2.5% | 70.0% | 3.3% |
| Mississippi | 36.3% | 0.0% | 0.2% | 0.1% | 3.6% | 60.4% | 3.1% |
| Monroe | 41.4% | 0.0% | 0.8% | 0.0% | 1.9% | 55.3% | 2.6% |
| Montgomery | 0.2% | 1.1% | 1.7% | 0.0% | 5.0% | 92.4% | 4.6% |
| Nevada | 34.1% | 0.3% | 1.2% | 0.0% | 0.3% | 64.0% | 0.3% |
| Newton | 0.0% | 1.0% | 0.8% | 0.0% | 1.0% | 94.8% | 3.4% |
| Ouachita | 42.0% | 0.3% | 0.1% | 0.0% | 2.0% | 55.6% | 2.1% |
| Perry | 2.1% | 0.0% | 0.2% | 0.0% | 1.1% | 94.0% | 3.6% |
| Phillips | 63.9% | 0.0% | 0.1% | 0.0% | 1.3% | 34.9% | 1.1% |
| Pike | 2.9% | 0.0% | 1.1% | 0.0% | 7.4% | 89.0% | 7.0% |
| Poinsett | 6.2% | 0.3% | 0.0% | 0.0% | 2.6% | 90.1% | 3.5% |
| Polk | 0.2% | 1.5% | 0.6% | 0.0% | 6.2% | 92.3% | 5.3% |
| Роре | 3.1% | 0.4% | 1.1% | 0.0% | 7.8% | 91.1% | 4.3% |
| Prairie | 15.2% | 0.0% | 0.0% | 0.0% | 0.2% | 84.0% | 0.8% |
| Pulaski | 37.2% | 0.3% | 2.2% | 0.0% | 5.2% | 56.6% | 3.7% |
| Randolph | 0.7% | 0.4% | 0.1% | 0.0% | 1.5% | 96.8% | 2.0% |
| St. Francis | 56.0% | 0.2% | 0.1% | 0.0% | 3.1% | 41.0% | 2.8% |
| Saline | 6.2% | 0.2% | 1.1% | 0.0% | 4.1% | 90.2% | 2.2% |
| Scott | 0.2% | 1.8% | 3.2% | 0.0% | 6.8% | 89.9% | 4.9% |
| Searcy | 0.5% | 1.7% | 1.9% | 0.0% | 0.7% | 93.7% | 2.1% |
| Sebastian | 6.5% | 1.4% | 4.5% | 0.1% | 12.7% | 80.0% | 7.5% |
| Sevier | 4.6% | 2.4% | 0.6% | 0.0% | 31.0% | 65.8% | 26.6% |
| Sharp | 0.4% | 1.0% | 0.4% | 0.0% | 2.1% | 94.7% | 3.5% |
| Stone | 0.0% | 0.5% | 0.1% | 0.0% | 0.8% | 97.7% | 1.7% |
| Union | 34.1% | 1.0% | 0.7% | 0.0% | 3.4% | 63.4% | 0.9% |
| Van Buren | 0.5% | 0.2% | 0.3% | 0.0% | 2.5% | 95.3% | 3.7% |
| Washington | 3.1% | 0.9% | 2.5% | 2.2% | 15.6% | 79.2% | 12.2% |
| White | 4.1% | 0.2% | 0.7% | 0.0% | 3.8% | 92.2% | 2.9% |
| Woodruff | 26.5% | 0.0% | 1.9% | 0.0% | 1.0% | 70.3% | 1.3% |
| Yell | 3.5% | 0.9% | 1.6% | 0.0% | 18.3% | 81.6% | 12.4% |
| Southeast | 38.3% | 0.3% | 0.3% | 0.0% | 3.4% | 58.8% | 2.3% |
| Central | 20.4% | 0.3% | 1.4% | 0.0% | 4.4% | 74.5% | 3.4% |
| Southwest | 23.0% | 0.8% | 0.7% | 0.0% | 7.0% | 69.7% | 5.7% |
| Northeast | 22.7% | 0.3% | 0.5% | 0.1% | 3.0% | 73.6% | 2.8% |
| Northwest | 2.2% | 1.1% | 2.3% | 0.6% | 10.7% | 87.9% | 5.9% |
| Arkansas | 16.0% | 0.6% | 1.4% | 0.2% | 6.6% | 77.4% | 4.3% |
| United States | 13.0% | 0.8% | 5.4% | 0.2% | 16.9% | 73.1% | 7.6% |

APPENDIX III DEMOGRAPHIC TABLES

Median Age

| County | Total | Male | Female |
|--------------|-------|------|--------|
| Arkansas | 41.2 | 41.0 | 41.3 |
| Ashley | 41.5 | 39.5 | 42.9 |
| Baxter | 51.8 | 50.4 | 52.8 |
| Benton | 35.1 | 34.2 | 35.8 |
| Boone | 42.4 | 40.6 | 43.9 |
| Bradley | 40.9 | 38.9 | 43.3 |
| Calhoun | 44.9 | 42.5 | 46.8 |
| Carroll | 44.4 | 44.1 | 45.0 |
| Chicot | 43.7 | 40.9 | 45.7 |
| Clark | 33.6 | 31.6 | 35.7 |
| Clay | 44.0 | 42.7 | 45.8 |
| Cleburne | 47.9 | 46.7 | 49.3 |
| Cleveland | 42.5 | 41.0 | 43.8 |
| Columbia | 36.0 | 34.5 | 36.8 |
| Conway | 41.0 | 39.6 | 42.5 |
| Craighead | 33.9 | 32.6 | 35.2 |
| Crawford | 38.8 | 38.1 | 39.4 |
| Crittenden | 34.7 | 33.1 | 35.8 |
| Cross | 40.3 | 38.2 | 41.9 |
| Dallas | 43.4 | 41.0 | 45.2 |
| Desha | 39.3 | 39.3 | 39.3 |
| Drew | 36.8 | 34.0 | 39.4 |
| Faulkner | 31.9 | 31.5 | 32.4 |
| Franklin | 41.0 | 40.1 | 41.7 |
| Fulton | 48.2 | 46.8 | 48.9 |
| Garland | 44.1 | 42.8 | 45.6 |
| Grant | 39.3 | 39.1 | 39.6 |
| Greene | 38.2 | 36.9 | 39.3 |
| Hempstead | 38.5 | 37.3 | 39.6 |
| Hot Spring | 40.9 | 39.1 | 42.6 |
| Howard | 38.6 | 38.6 | 38.6 |
| Independence | 39.2 | 37.7 | 40.9 |
| Izard | 48.1 | 46.2 | 50.5 |
| Jackson | 40.8 | 40.2 | 41.8 |
| Jefferson | 38.7 | 36.5 | 40.8 |
| Johnson | 38.0 | 36.7 | 38.9 |
| Lafayette | 45.3 | 42.7 | 47.0 |
| Lawrence | 41.8 | 40.5 | 42.8 |
| Lee | 40.9 | 38.1 | 44.7 |
| Lincoln | 37.6 | 36.1 | 42.9 |
| Little River | 41.6 | 38.4 | 44.0 |

| County | Total | Male | Female |
|---------------|-------|------|--------|
| Logan | 42.8 | 42.7 | 42.8 |
| Lonoke | 35.8 | 34.6 | 36.8 |
| Madison | 42.3 | 41.4 | 43.3 |
| Marion | 51.5 | 50.9 | 51.9 |
| Miller | 37.6 | 36.1 | 40.4 |
| Mississippi | 35.9 | 34.0 | 37.7 |
| Monroe | 45.5 | 44.7 | 46.1 |
| Montgomery | 49.2 | 47.9 | 50.0 |
| Nevada | 44.0 | 36.4 | 46.7 |
| Newton | 47.9 | 47.2 | 48.7 |
| Ouachita | 42.8 | 41.9 | 43.8 |
| Perry | 43.7 | 42.5 | 44.9 |
| Phillips | 37.3 | 35.5 | 39.1 |
| Pike | 41.4 | 41.4 | 41.4 |
| Poinsett | 39.9 | 38.4 | 41.9 |
| Polk | 44.1 | 43.1 | 45.1 |
| Роре | 34.9 | 34.2 | 35.8 |
| Prairie | 45.4 | 44.7 | 46.9 |
| Pulaski | 36.5 | 34.9 | 37.9 |
| Randolph | 42.9 | 41.6 | 44.4 |
| St. Francis | 38.0 | 36.9 | 40.0 |
| Saline | 39.2 | 38.8 | 39.7 |
| Scott | 42.0 | 40.6 | 43.3 |
| Searcy | 47.5 | 47.1 | 48.2 |
| Sebastian | 37.1 | 35.9 | 38.6 |
| Sevier | 35.2 | 33.7 | 36.0 |
| Sharp | 47.9 | 47.1 | 48.6 |
| Stone | 49.1 | 47.1 | 51.0 |
| Union | 39.5 | 37.7 | 41.1 |
| Van Buren | 47.2 | 46.4 | 48.0 |
| Washington | 31.4 | 30.6 | 32.1 |
| White | 36.1 | 35.1 | 37.2 |
| Woodruff | 43.8 | 42.4 | 45.4 |
| Yell | 39.3 | 37.5 | 40.9 |
| Southeast | 38.5 | 37.0 | 40.2 |
| Central | 36.6 | 35.6 | 37.7 |
| Southwest | 39.1 | 37.7 | 40.6 |
| Northeast | 37.0 | 35.9 | 38.2 |
| Northwest | 36.9 | 36.1 | 37.8 |
| Arkansas | 37.7 | 36.4 | 39.2 |
| United States | 37.7 | 36.3 | 39.0 |

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

Number of Women and Men, Arkansas Counties, State, and United States

| County | Male | Female | Ratio (males per 100 females) | County | Male | Female | Ratio (males per 100 females) |
|--------------|---------|---------|--|---------------|-----------|-----------|--|
| Arkansas | 8,798 | 9,771 | 90.0 | Logan | 10,961 | 10,974 | 99.9 |
| Ashley | 10,185 | 10,804 | 94.3 | Lonoke | 35,076 | 36,203 | 96.9 |
| Baxter | 19,848 | 21,144 | 93.9 | Madison | 7,918 | 7,843 | 101.0 |
| Benton | 121,493 | 123,738 | 98.2 | Marion | 8,105 | 8,299 | 97.7 |
| Boone | 18,285 | 19,016 | 96.2 | Miller | 21,577 | 22,089 | 97.7 |
| Bradley | 5,485 | 5,611 | 97.8 | Mississippi | 21,480 | 22,719 | 94.5 |
| Calhoun | 2,679 | 2,531 | 105.8 | Monroe | 3,509 | 4,033 | 87.0 |
| Carroll | 13,639 | 14,051 | 97.1 | Montgomery | 4,529 | 4,571 | 99.1 |
| Chicot | 5,452 | 5,737 | 95.0 | Nevada | 4,489 | 4,179 | 107.4 |
| Clark | 10,769 | 11,915 | 90.4 | Newton | 4,013 | 3,975 | 101.0 |
| Clay | 7,490 | 7,712 | 97.1 | Ouachita | 11,647 | 13,081 | 89.0 |
| Cleburne | 12,731 | 12,856 | 99.0 | Perry | 5,104 | 5,142 | 99.3 |
| Cleveland | 4,216 | 4,205 | 100.3 | Phillips | 9,353 | 10,576 | 88.4 |
| Columbia | 11,514 | 12,654 | 91.0 | Pike | 5,412 | 5,605 | 96.6 |
| Conway | 10,306 | 10,754 | 95.8 | Poinsett | 11,833 | 12,298 | 96.2 |
| Craighead | 50,128 | 52,756 | 95.0 | Polk | 9,887 | 10,403 | 95.0 |
| Crawford | 30,446 | 31,481 | 96.7 | Роре | 31,051 | 32,056 | 96.9 |
| Crittenden | 23,382 | 26,129 | 89.5 | Prairie | 4,093 | 4,241 | 96.5 |
| Cross | 8,379 | 8,950 | 93.6 | Pulaski | 187,819 | 203,987 | 92.1 |
| Dallas | 3,748 | 3,990 | 93.9 | Randolph | 8,679 | 8,905 | 97.5 |
| Desha | 5,608 | 6,626 | 84.6 | St. Francis | 14,625 | 12,398 | 118.0 |
| Drew | 9,034 | 9,654 | 93.6 | Saline | 56,728 | 58,849 | 96.4 |
| Faulkner | 59,053 | 61,364 | 96.2 | Scott | 5,397 | 5,264 | 102.5 |
| Franklin | 8,795 | 9,004 | 97.7 | Searcy | 3,974 | 3,964 | 100.3 |
| Fulton | 6,031 | 6,155 | 98.0 | Sebastian | 62,214 | 65,137 | 95.5 |
| Garland | 46,875 | 50,244 | 93.3 | Sevier | 8,586 | 8,607 | 99.8 |
| Grant | 8,867 | 9,179 | 96.6 | Sharp | 8,345 | 8,682 | 96.1 |
| Greene | 21,558 | 22,187 | 97.2 | Stone | 6,341 | 6,162 | 102.9 |
| Hempstead | 10,653 | 11,555 | 92.2 | Union | 19,599 | 20,735 | 94.5 |
| Hot Spring | 17,232 | 16,208 | 106.3 | Van Buren | 8,363 | 8,529 | 98.1 |
| Howard | 6,493 | 6,994 | 92.8 | Washington | 109,797 | 110,133 | 99.7 |
| Independence | 17,995 | 19,035 | 94.5 | White | 38,642 | 40,181 | 96.2 |
| Izard | 6,980 | 6,481 | 107.7 | Woodruff | 3,266 | 3,607 | 90.5 |
| Jackson | 8,579 | 8,916 | 96.2 | Yell | 10,731 | 10,985 | 97.7 |
| Jefferson | 35,626 | 36,759 | 96.9 | Southeast | 101,893 | 103,659 | 98.3 |
| Johnson | 12,928 | 13,097 | 98.7 | Central | 467,604 | 494,847 | 94.5 |
| Lafayette | 3,498 | 3,629 | 96.4 | Southwest | 146,705 | 153,222 | 95.7 |
| Lawrence | 8,310 | 8,605 | 96.6 | Northeast | 228,234 | | 96.2 |
| Lee | 5,575 | 4,206 | 132.5 | Northwest | 512,258 | | 98.0 |
| Lincoln | 8,622 | 5,313 | 162.3 | Arkansas | 1,456,694 | 1,511,778 | 96.4 |
| Little River | 6,266 | 6,350 | 98.7 | United States | ######### | ######### | 96.9 |

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

Economic Indicators for Women in Arkansas: State, Region and County

| M | edian Earnings | Proportion Missing | Number Missing | Ratio of Median Earnings | Proportion Missing | n Number Missing | Percent of females 25 years and over with less than a high school diploma | Proportion Missing | Numb Missir |
|---------------------------|--|---|--|---|---|--|---|--|----------------|
| Number | r of Missing Counties | 37.3% | 28 | Number of Missing Counties | 37.3% | 28 | Number of Missing Counties | 42.7% | 32 |
| | Northwest Northeast | 66.7% 41.2% | 14 7 | Northwest Northeast | 66.7% 41.2% | 14 | Northwest Northeast | 71.4% 35.3% | 15 6 |
| | Central | 20.0% | 2 | Central | 20.0% | 2 | Central | 30.0% | 3 |
| | Southwest | 23.5% | 4 | Southwest | 23.5% | 4 | Southwest | 35.3% | 6 |
| | Southeast | 10.0% | 1 | Southeast | 10.0% | 1 | Southeast | 20.0% | 2 |
| axter Count | ty, Arkansas | Northwest | | Baxter County, Arkansas | Northwest | | Baxter County, Arkansas | Northwest | |
| | y, Arkansas | Northwest | | Boone County, Arkansas | Northwest | | Boone County, Arkansas | Northwest | |
| | nty, Arkansas | Southwest | | Calhoun County, Arkansas | Southwest | | Calhoun County, Arkansas | Southwest | |
| | ty, Arkansas | Northwest | | Carroll County, Arkansas | Northwest | | Clay County, Arkansas | Northeast | |
| ay County, | | Northeast Northwest | | Clay County, Arkansas | Northeast Northwest | | Cleburne County, Arkansas | Northwest Southeast | |
| | unty, Arkansas ounty, Arkansas | Southeast | | Cleburne County, Arkansas Cleveland County, Arkansas | Southeast | | Cleveland County, Arkansas Conway County, Arkansas | Central | |
| | nty, Arkansas | Northwest | | Franklin County, Arkansas | Northwest | | Franklin County, Arkansas | Northwest | |
| | ty, Arkansas | Northwest | | Fulton County, Arkansas | Northwest | | Fulton County, Arkansas | Northwest | |
| | ty, Arkansas | Northeast | | Greene County, Arkansas | Northeast | | Grant County, Arkansas | Southeast | |
| | ounty, Arkansas | Central | | Hot Spring County, Arkansas | Central | | Greene County, Arkansas | Northeast | |
| | e County, Arkansas | Northeast | | Independence County, Arkansas | Northeast | | Hot Spring County, Arkansas | Central | |
| ard County, ckson Cour | , Arkansas nty, Arkansas | Northwest Northeast | | Izard County, Arkansas Jackson County, Arkansas | Northwest Northeast | | Independence County, Arkansas Izard County, Arkansas | Northeast Northwest | |
| | unty, Arkansas | Northeast | | Lawrence County, Arkansas | Northeast | 1 | Lawrence County, Arkansas | Northeast | |
| | y, Arkansas | Northwest | | Logan County, Arkansas | Northwest | | Logan County, Arkansas | Northwest | |
| | inty, Arkansas | Northwest | | Madison County, Arkansas | Northwest | 1 | Madison County, Arkansas | Northwest | |
| | ty, Arkansas | Northwest | | Marion County, Arkansas | Northwest | 1 | Marion County, Arkansas | Northwest | |
| | County, Arkansas | Southwest | | Montgomery County, Arkansas | Southwest Southwest | + | Montgomery County, Arkansas | Southwest | |
| | nty, Arkansas nty, Arkansas | Southwest Northwest | | Nevada County, Arkansas Newton County, Arkansas | Southwest Northwest | + | Nevada County, Arkansas Newton County, Arkansas | Southwest Northwest | |
| erry County, | | Central | | Perry County, Arkansas | Central | + | Perry County, Arkansas | Central | |
| ke County, | | Southwest | | Pike County, Arkansas | Southwest | 1 | Pike County, Arkansas | Southwest | |
| | ty, Arkansas | Northeast | | Prairie County, Arkansas | Northeast | | Polk County, Arkansas | Southwest | |
| | unty, Arkansas | Northeast | | Randolph County, Arkansas | Northeast | | Pope County, Arkansas | Northwest | |
| - | ty, Arkansas | Northwest | | Searcy County, Arkansas | Northwest | 1 | Prairie County, Arkansas | Northeast | |
| | y, Arkansas | Northwest | | Stone County, Arkansas | Northwest | + | Randolph County, Arkansas | Northeast | |
| n Buren Co | ounty, Arkansas | Northwest | | Van Buren County, Arkansas | Northwest | | Scott County, Arkansas | Southwest | |
| | | | | | | | Searcy County, Arkansas Sharp County, Arkansas | Northwest Northwest | |
| | | | | | | | Stone County, Arkansas | Northwest | |
| | | | | | | | Van Buren County, Arkansas | Northwest | |
| Number Missing | Percent of women 16 y and older in the Civil labor force | | | | is, Prop | oortion Numb ssing Missi | ng below poverty level, with | | Num Missi |
| | | Nas 24.0 | °∕ 10 | | | 79/ 47 | children below 18 | 0.0% | C |
| | Number of Missing Coun Northwest | ties 24.0 61.9 | | Number of Missing Countie Northwest | | .7% 47 .2% 16 | Number of Missing Counties Northwest | 8.0% | 6 |
| | Northeast | 17.6 | | Northeast | | .6% 12 | Northeast | 0.0% | 0 |
| | Central | 10.0 | | Central | | .0% 2 | Central | 10.0% | 1 |
| | Southwest | 5.9% | 6 1 | Southwest | 64 | .7% 11 | Southwest | 5.9% | 1 |
| | | | | | | | | | 1 |
| | Southeast | 0.0% | | Southeast | | .0% 6 | Southeast | 10.0% | 1 |
| | Baxter County, Arkansas | Northwe | est | Southeast Arkansas County, Arkansas | 60 South | .0% 6 east | Southeast Carroll County, Arkansas | 10.0% Northwest | 1 |
| | Baxter County, Arkansas Clay County, Arkansas | Northwe Northea | est st | Southeast Arkansas County, Arkansas Ashley County, Arkansas | 60 South South | .0% 6 east east | Southeast Carroll County, Arkansas Dallas County, Arkansas | 10.0% Northwest Southwest | 1 |
| | Baxter County, Arkansas | Northwe | est st est | Southeast Arkansas County, Arkansas Ashley County, Arkansas Baxter County, Arkansas | 60 South South North | .0% 6 least west | Southeast Carroll County, Arkansas | 10.0% Northwest | 1 |
| | Baxter County, Arkansas Clay County, Arkansas Cleburne County, Arkansas | Northwe Northea Northwe | est st est est | Southeast Arkansas County, Arkansas Ashley County, Arkansas | 60 South South | .0% 6 east east west west | Southeast Carroll County, Arkansas Dallas County, Arkansas Lincoln County, Arkansas | 10.0% Northwest Southwest Southeast | 1 |
| | Baxter County, Arkansas Clay County, Arkansas Cleburne County, Arkansas Franklin County, Arkansas Fulton County, Arkansas Izard County, Arkansas | Northwe Northea Northwe Northwe Northwe Northwe | est st est est est est | Southeast Arkansas County, Arkansas Ashley County, Arkansas Baxter County, Arkansas Boone County, Arkansas Bradley County, Arkansas Calhoun County, Arkansas | 60 South South North North South South | .0% 6 east east west west east west | Southeast Carroll County, Arkansas Dallas County, Arkansas Lincoln County, Arkansas Newton County, Arkansas | 10.0% Northwest Southwest Southeast Northwest | |
| | Baxter County, Arkansas Clay County, Arkansas Cleburne County, Arkansas Franklin County, Arkansas Fulton County, Arkansas Lawrence County, Arkansas | Northwe Northez Northwe Northwe Northwe Northwe Northwe | est st est est est est st | Southeast Arkansas County, Arkansas Ashiey County, Arkansas Baxter County, Arkansas Boone County, Arkansas Bradley County, Arkansas Calhoun County, Arkansas Carroll County, Arkansas | 60 South South North South South South North | .0% 6 least west least least west west west | Southeast Carroll County, Arkansas Dallas County, Arkansas Lincoln County, Arkansas Newton County, Arkansas Perry County, Arkansas | 10.0% Northwest Southwest Southeast Northwest Central | |
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| | Baxter County, Arkansas Clay County, Arkansas Cleburne County, Arkansas Franklin County, Arkansas Fulton County, Arkansas Lawrence County, Arkansas Logan County, Arkansas Madison County, Arkansas Marion County, Arkansas | Northwe Northwe Northwe Northwe Northwe Northwe Northwe Northwe Northwe Northwe Northwe | est | Southeast Arkansas County, Arkansas Ashley County, Arkansas Baxter County, Arkansas Boone County, Arkansas Bradley County, Arkansas Calhoun County, Arkansas Clay County, Arkansas Cleburne County, Arkansas Cleburne County, Arkansas Cleburne County, Arkansas | 60 South South North South South North North North South | .0% 6 eeast | Southeast Carroll County, Arkansas Dallas County, Arkansas Lincoln County, Arkansas Newton County, Arkansas Perry County, Arkansas | 10.0% Northwest Southwest Southeast Northwest Central | |
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| Percent of females 25 years and over with a high school diploma (includes equivalency) | Proportion Missing | Number Missing | Percent of females 25 years and over with some college or Associate's degree | Proportion Missing | Number Missing | Percent of females 25 years and over with a Bachelor's degree or higher | Proportion Missing | Number Missing |
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| Number of Missing Counties | 32.0% | 24 | Number of Missing Counties | 40.0% | 30 | Number of Missing Counties | 66.7% | 50 |
| Northwest | 66.7% | 14 | Northwest | 71.4% | 15 | Northwest | 81.0% | 17 |
| Northeast | 23.5% | 4 | Northeast | 35.3% | 6 | Northeast | 64.7% | 11 |
| Central | 10.0% | 1 | Central | 10.0% | 1 | Central | 30.0% | 3 |
| Southwest | 23.5% | 4 | Southwest | 35.3% | 6 | Southwest | 76.5% | 13 |
| Southeast | 10.0% | 1 | Southeast | 20.0% | 2 | Southeast | 60.0% | 6 |
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| Scott County, Arkansas | Southwest | | Pike County, Arkansas | Southwest | | Independence County, Arkansas | Northeast | |
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