Labor Force Participation Among Utah Women

**Overview**

Women in Utah make up a significant proportion of the overall labor force in the state.

- **Hispanic**: 65%
- **Asian/Pacific Islander**: 60%
- **White**: 54%
- **Native American**: 0%

**Utah is one of the more highly segregated states in the U.S. in terms of women’s employment.**

**What Can We Do?**

Various stakeholders can do their part to support Utah women in the labor force.

- Teach young women to plan for education and careers.
- Advance workplace programs for women.
- Support childcare and family leave policies.
- Build pathways for women in higher paying industries.
- Support diversification of lower paying industries.

**Utah women face several barriers in terms of workplace wellbeing.**

- **Utah ranked 48th in the nation on one childcare index.**
- As low-income working women receive small raises, they can suddenly lose public benefits resulting in less income.

**How Does Utah Stack Up?**

- **Demographics**
  - Utah women’s labor force participation varies according to demographic factors.
  - Women in Utah make up a significant proportion of the overall labor force in the state.

- **Occupational Segregation**
  - Utah women work in just two occupational groups:
    - Service Occupations
    - Professional & Technical Occupations

- **Working Mother**
  - Though most Utah mothers work,
  - Utah ranks last in the nation for families with both parents in the labor force.

- **Occupations with Highest Percent Women**
  - These jobs pay well below average wages in Utah.
    - Office & Administrative Support
    - Healthcare Support
    - Personal Care & Service
  - These also pay lower than average state wages.
  - However, Utah men are much more likely to be concentrated in higher paying jobs.

- **Childcare Options**
  - Utah ranks 50th for childcare options in the nation.
  - Over 30% of Utah working parents experience childcare difficulties.

- **Leadership Roles**
  - Utah women are less likely to work in upper management.
  - Utah women are less likely to work in jobs that require advanced degrees.

**Challenges for Working Women**

- Utah women face several barriers in terms of workplace wellbeing.

**What Can We Do?**

Various stakeholders can do their part to support Utah women in the labor force.