LHOR FORCE PARTICIPATION AMONG UTAH WOMEN
A 2023 Update

OVERVIEW

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

Utah women’s labor force participation has increased by 36.2% over the past 50 years.

36% of Utah WOMEN work full-time, year round.

HOW DOES UTAH STACK UP?

Utah women work at higher rates than US women overall.

Labor Force Participation

Participation by Age

Utah women work at higher rates while younger, then drop below national averages and stay below until retirement age.

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Working Mothers

Female labor force participation by county:

- Grand (67.0%)
- Summit (66.0%)
- Tooele (64.0%)
- Wasatch (64.0%)

Employment rate for women recovered faster than the rate for men, with U.S. women’s employment rates reaching a historical high of 75.3% in September 2023

DEMOGRAPHICS

Utah women’s labor force participation varies according to demographic factors.

Full-Time Workers

Utah women remain less likely than US women to work full-time, year-round:

- 38.5%
- 44.1%

Race/Ethnicity

- Asian: 66.2%
- Black or African American: 65.3%
- Pacific Islander: 62.7%
- White: 61.0%
- Native American: 57.2%

Post-Pandemic Workforce

Employment rate for women recovered faster than the rate for men, with U.S. women’s employment rates reaching a historical high of 75.3% in September 2023.
**OCCUPATIONAL SEGREGATION**
Utah is one of the more highly segregated states in the US in terms of women’s employment.

**Occupations with Highest Percent Women:**
- Healthcare Support: 81.9%
- Health Technology: 78.1%
- Personal Care & Service: 75.4%

**Occupations with Lowest Percent Women:**
- Construction & Extraction: 3.3%
- Installation, Maintenance, & Repair: 5.6%
- Architecture & Engineering: 13.7%

**CHALLENGES FOR WORKING WOMEN**

**Childcare Options**
Utah ranked 48th in the nation on one childcare index.

**Gender Pay Gap**
Utah ranks worst in the nation. Women make 70.8% of what their male counterparts make.

**Support for Women Entrepreneurs**
Women own 16.0% of Utah businesses (89,000 women owned businesses) generating $15.7B a year.

**Advanced Degrees**
Increase support for mothers and women of color.

**WHAT CAN WE DO?**
Various stakeholders can do their part to support Utah women in the labor force.

- Address the complex issue of the gender wage gap.
- Improve educational participation & completion for women.
- Support women-owned businesses.
- Increase access to quality, affordable childcare.

**Click here for the full report.**

**UTAH WOMEN & LEADERSHIP Project**
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