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

Utah women’s labor force participation has increased **8% per decade** over the past 50 years.

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

**60%** of Utah **men** work full-time, year round.

**HOW DOES UTAH STACK UP?**

Utah women work at higher rates than US women overall.

**Participation by Age**

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

**DEMOGRAPHICS**

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

**Marital Status**

- **56%** of married women work.
- **71%** of never married, separated or divorced women work.

**Race/Ethnicity**

- Hispanic: **65%**
- Asian/Pacific Islander: **60%**
- White: **60%**
- Native American: **56%**

**Working Mothers**

- Ages: 0-5
  - **61%**
- Ages: 6-17
  - **51%**
- Both
  - **73%**

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

**UT** 52% **US** 65%
CHALLENGES FOR WORKING WOMEN

Utah women face several barriers in terms of workplace wellbeing.

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

Leadership Roles
Utah women are less likely to work in upper management.

Cliff Effect
As low-income working women receive small raises, they can suddenly lose public benefits resulting in less income.

Advanced Degrees
Utah women are less likely to work in jobs that require advanced degrees.

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.
Build pathways for women in higher paying industries.
Support childcare and family leave policies.

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: 87% 
- Personal Care & Service: 79%
- Health Technologists & Technicians: 74%

These jobs pay well below average wages in Utah.

2 in 5 women work in just two occupational groups:
- Office & Administrative Support
- Service Occupations

These also pay lower than average state wages.

However,
Utah men are much more likely to be concentrated in higher paying jobs.

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: 87%
- Personal Care & Service: 79%
- Health Technologists & Technicians: 74%

These jobs pay well below average wages in Utah.

2 in 5 women work in just two occupational groups:
- Office & Administrative Support
- Service Occupations

These also pay lower than average state wages.

However,
Utah men are much more likely to be concentrated in higher paying jobs.

CHALLENGES FOR WORKING WOMEN

Utah women face several barriers in terms of workplace wellbeing.

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

Leadership Roles
Utah women are less likely to work in upper management.

Cliff Effect
As low-income working women receive small raises, they can suddenly lose public benefits resulting in less income.

Advanced Degrees
Utah women are less likely to work in jobs that require advanced degrees.

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.
Build pathways for women in higher paying industries.
Support childcare and family leave policies.

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: 87%
- Personal Care & Service: 79%
- Health Technologists & Technicians: 74%

These jobs pay well below average wages in Utah.

2 in 5 women work in just two occupational groups:
- Office & Administrative Support
- Service Occupations

These also pay lower than average state wages.

However,
Utah men are much more likely to be concentrated in higher paying jobs.

CHALLENGES FOR WORKING WOMEN

Utah women face several barriers in terms of workplace wellbeing.

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

Leadership Roles
Utah women are less likely to work in upper management.

Cliff Effect
As low-income working women receive small raises, they can suddenly lose public benefits resulting in less income.

Advanced Degrees
Utah women are less likely to work in jobs that require advanced degrees.

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.
Build pathways for women in higher paying industries.
Support childcare and family leave policies.

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: 87%
- Personal Care & Service: 79%
- Health Technologists & Technicians: 74%

These jobs pay well below average wages in Utah.

2 in 5 women work in just two occupational groups:
- Office & Administrative Support
- Service Occupations

These also pay lower than average state wages.

However,
Utah men are much more likely to be concentrated in higher paying jobs.

CHALLENGES FOR WORKING WOMEN

Utah women face several barriers in terms of workplace wellbeing.

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

Leadership Roles
Utah women are less likely to work in upper management.

Cliff Effect
As low-income working women receive small raises, they can suddenly lose public benefits resulting in less income.

Advanced Degrees
Utah women are less likely to work in jobs that require advanced degrees.

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.
Build pathways for women in higher paying industries.
Support childcare and family leave policies.