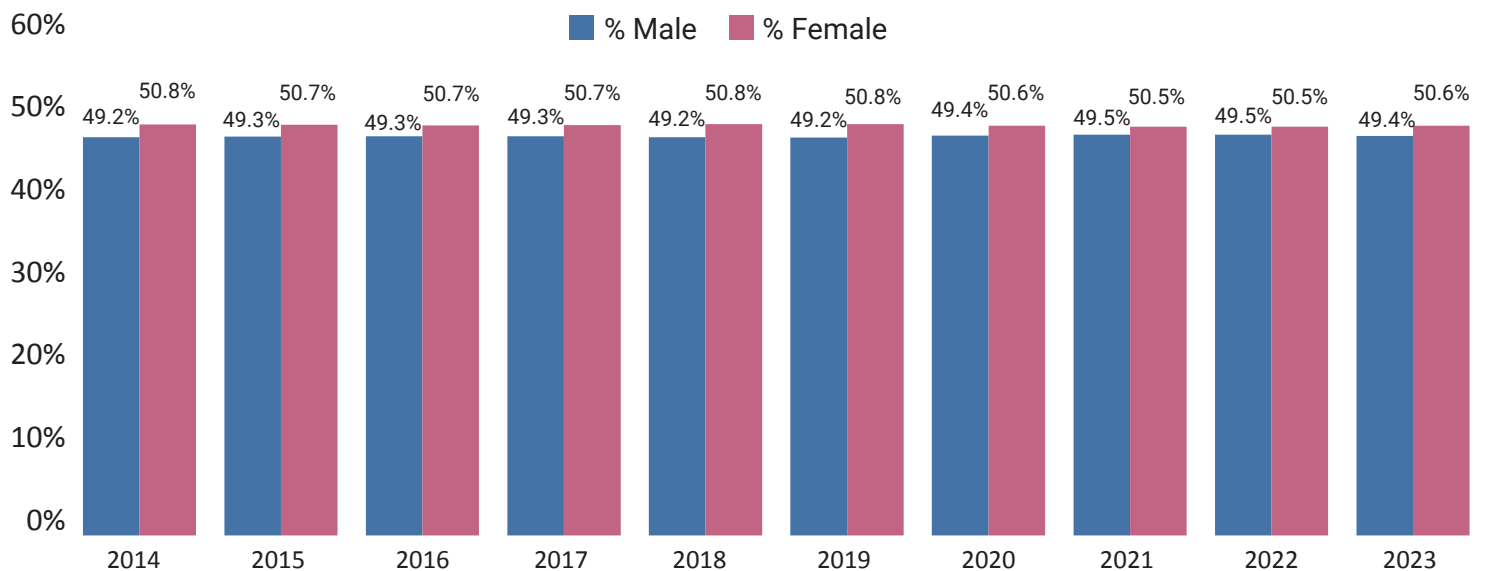# WOMEN IN MISSOURI'S WORKFORCE

MAY 2025

There were more than 1.43 million women in Missouri's workforce (in both private- and public-owned establishments) in 2023, making up 50.6 percent of total Missouri employment. The percentage of women in the workforce has remained steady over the last 10 years.

Percent of Working Population by Sex

■ % Male   ■ % Female

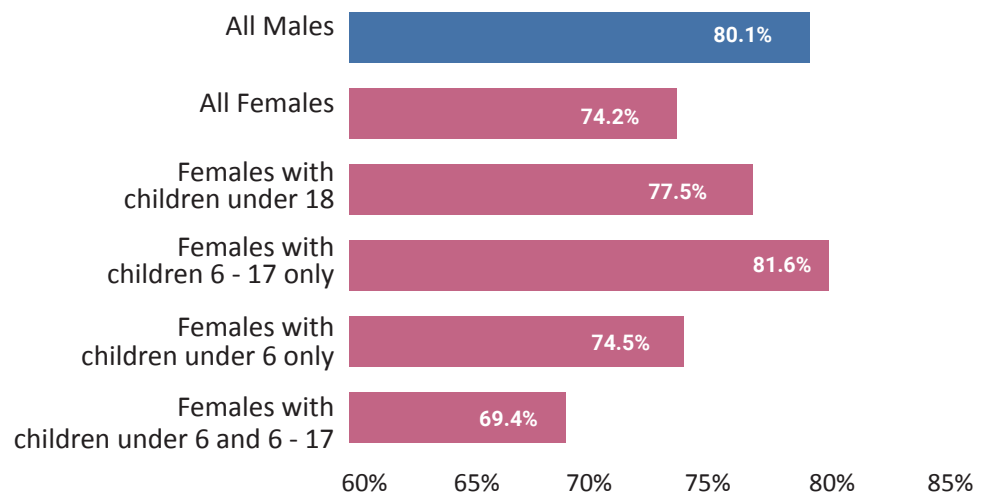| Year	% Male	% Female
2014	49.2%	50.8%
2015	49.3%	50.7%
2016	49.3%	50.7%
2017	49.3%	50.7%
2018	49.2%	50.8%
2019	49.2%	50.8%
2020	49.4%	50.6%
2021	49.5%	50.5%
2022	49.5%	50.5%
2023	49.4%	50.6%

Source: Quarterly Workforce Indicators, U.S. Census Bureau, 2023

Women's Employment

The employment to population ratio measures the number of people employed against the total working-age population. For the Missouri population aged 20-64 in 2023, women averaged a lower employment to population ratio than men. Of the female population in this age group, nearly 610,000, or 34 percent, had children under 18. Females having minor children both under and over 6 years old had the lowest employment to population ratio at 69.4 percent.

Employment to Population Ratio

| Category	Ratio
All Males	80.1%
All Females	74.2%
Females with children under 18	77.5%
Females with children 6 - 17 only	81.6%
Females with children under 6 only	74.5%
Females with children under 6 and 6 - 17	69.4%

Source: U.S. Census Bureau, 2023 American Community Survey 1 Year Estimates

Unemployment rates for males and females vary with age. The largest difference in unemployment rates was in the youngest and the oldest age groups. In the 16-19 age group, the unemployment rate for males (13%) is over two percentage points higher than for females (10.7%). In the 75 and over age group, the unemployment rate for women (3.5%) is over two percentage points higher than for men (1.4%). In 45-59 age group, unemployment rates were similar for men and women. The overall unemployment rate for all age groups was 3.6 percent for men and 3.3 percent for women.*

Unemployment Rates by Age and Sex
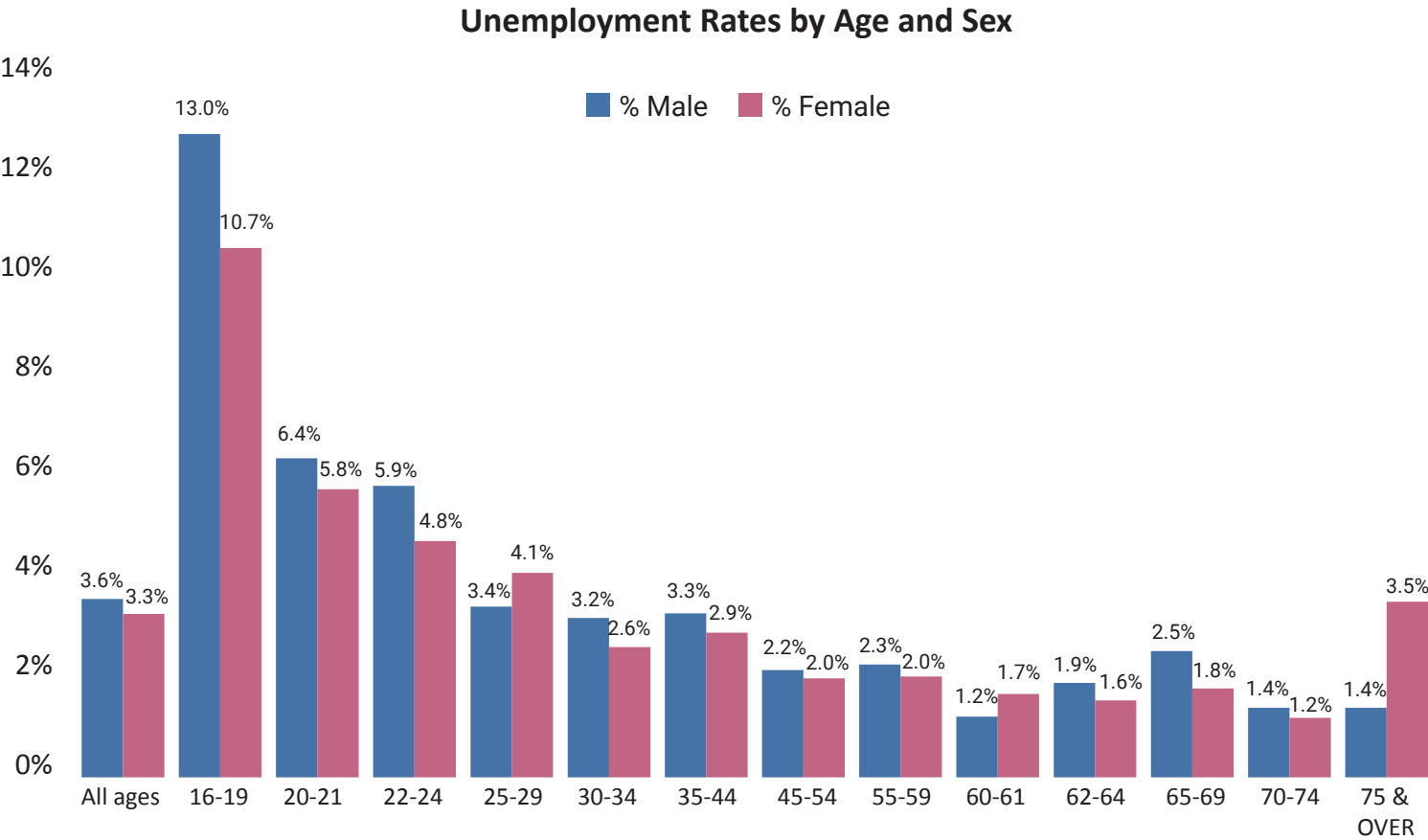
Source: U.S. Census Bureau, 2023 American Community Survey 1 Year Estimates

Women in Missouri are more likely to work part time than men. Sixty-nine percent of working-age men (16-64 years) work full time, while 56.5 percent of working-age women work full time. Conversely, 21.4 percent of women work part time compared to 13.1 percent of men. Women were also more likely than men to not be working.
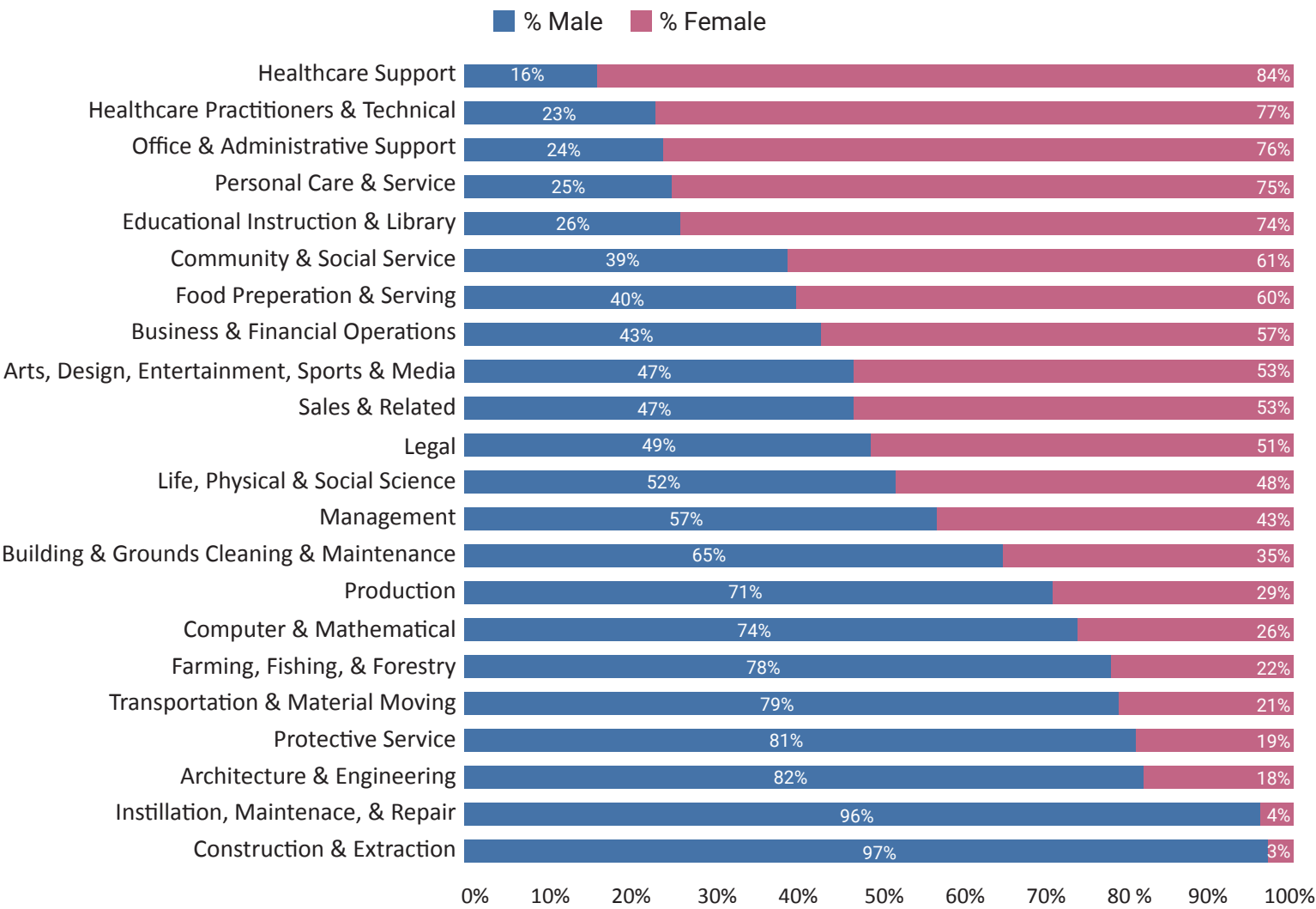
Unemployment Rates by Age and Sex
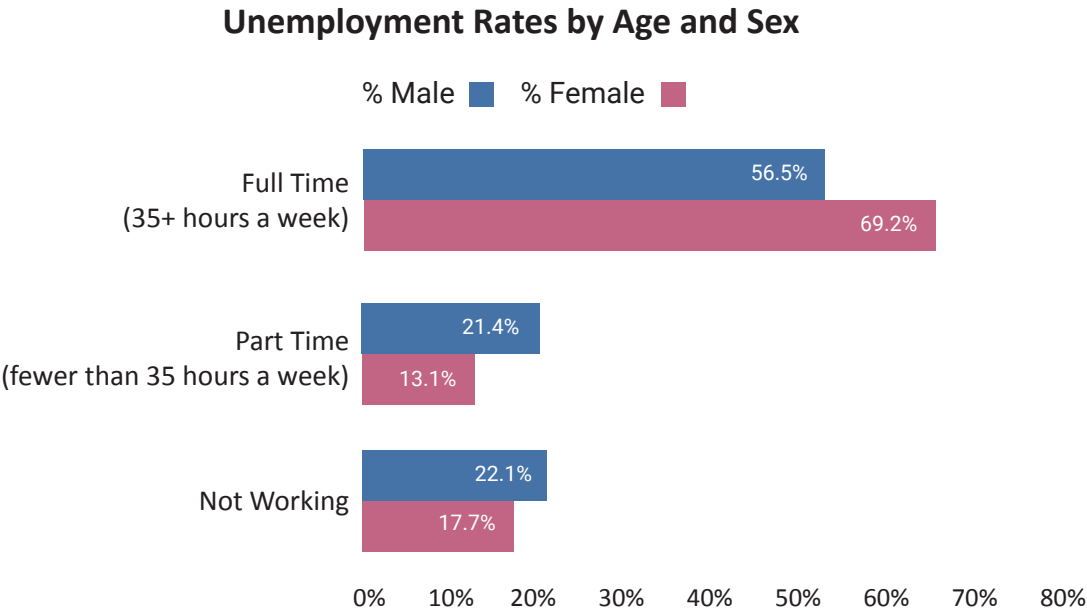
Source: U.S. Census Bureau, 2023 American Community Survey 1 Year Estimates

Occupational Employment

Women's share of employment varies by occupation. Across the state, Healthcare Support occupations have the largest female representation at 84 percent. Occupation groups with the lowest female representation were *Construction and Extraction* (3%); *Installation, Maintenance, and Repair* (4%); and *Architecture and Engineering* (18%).

Percent of Occupational Employment by Sex

■ % Male ■ % Female

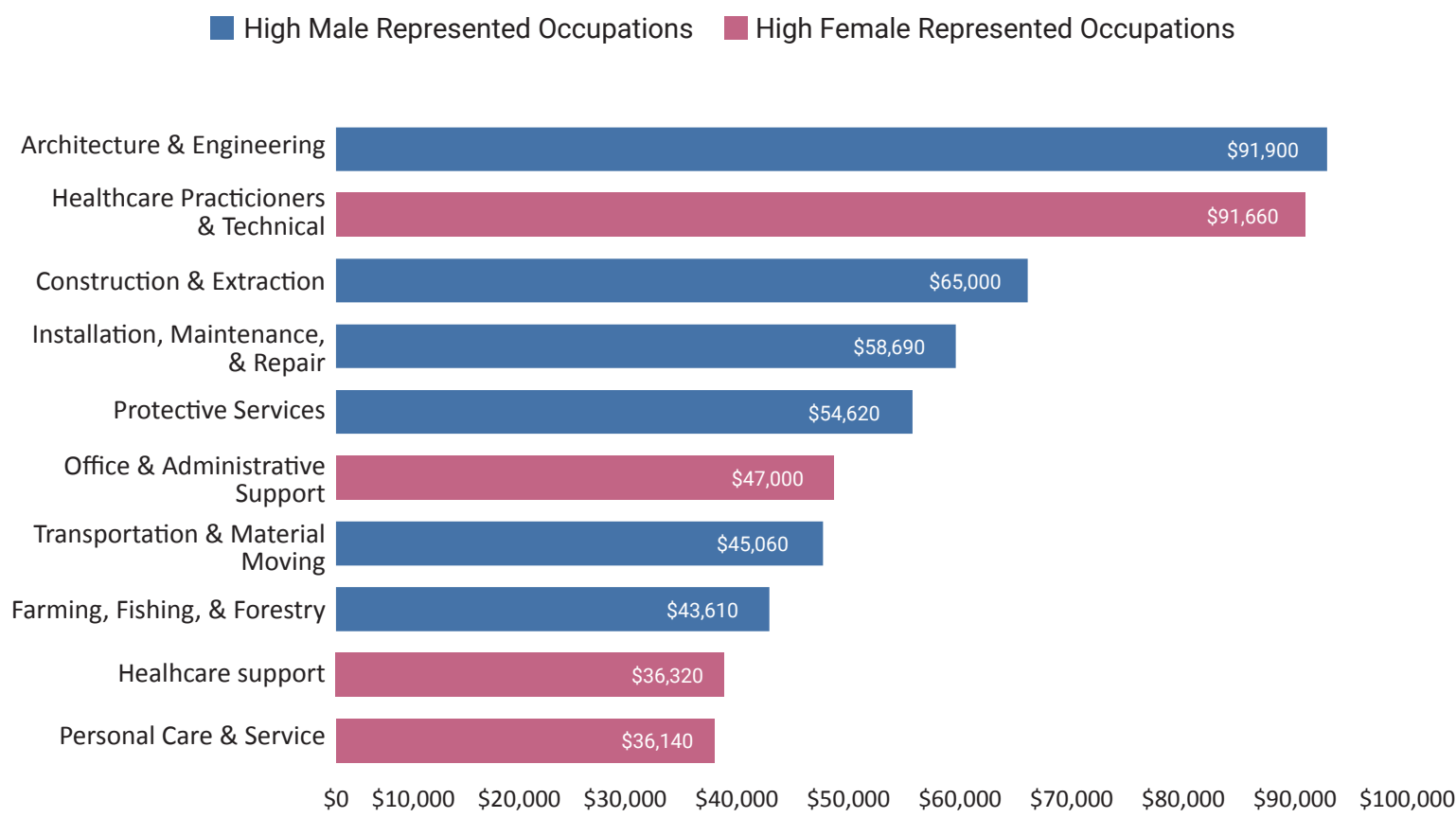| Occupation	% Male	% Female
Healthcare Support	16%	84%
Healthcare Practitioners & Technical	23%	77%
Office & Administrative Support	24%	76%
Personal Care & Service	25%	75%
Educational Instruction & Library	26%	74%
Community & Social Service	39%	61%
Food Preperation & Serving	40%	60%
Business & Financial Operations	43%	57%
Arts, Design, Entertainment, Sports & Media	47%	53%
Sales & Related	47%	53%
Legal	49%	51%
Life, Physical & Social Science	52%	48%
Management	57%	43%
Building & Grounds Cleaning & Maintenance	65%	35%
Production	71%	29%
Computer & Mathematical	74%	26%
Farming, Fishing, & Forestry	78%	22%
Transportation & Material Moving	79%	21%
Protective Service	81%	19%
Architecture & Engineering	82%	18%
Instillation, Maintenace, & Repair	96%	4%
Construction & Extraction	97%	3%

Source: U.S. Census Bureau, 2023 American Community Survey 1 Year Estimates

Average Salaries

High female-represented occupations are those with female employment making up 75 percent or more of total employment, while high male-represented occupations are those with female employment totaling less than 25 percent of total employment. The average wage for all occupations in Missouri was $59,630 in 2024. *Architecture and Engineering* is the male-represented occupation group with the highest average salary at $91,900. *Healthcare Practitioners and Technical* is the female-represented occupation group with the highest average wages at $91,660.

Average Saleries for All Workers in High Female and High Male Represented Occupations

■ High Male Represented Occupations   ■ High Female Represented Occupations

Occupation	Salary
Architecture & Engineering	$91,900
Healthcare Practicioners & Technical	$91,660
Construction & Extraction	$65,000
Installation, Maintenance, & Repair	$58,690
Protective Services	$54,620
Office & Administrative Support	$47,000
Transportation & Material Moving	$45,060
Farming, Fishing, & Forestry	$43,610
Healhcare support	$36,320
Personal Care & Service	$36,140

$0 $10,000 $20,000 $30,000 $40,000 $50,000 $60,000 $70,000 $80,000 $90,000 $100,000

Source: 2024 Occupational Employment and Wage Statistics, Bureau of Labor Statistics

On average, women earn less than men at every level of educational attainment. Even at the less than high school level, men make 66 percent more than women on average. Men with a bachelor's degree earn over $22,000 annually more than women with a bachelor's degree.

Although some of the earnings difference between women and men may be attributed to women working part time at a higher rate, even when comparing only full-time workers, women earn less than men on average. Median earnings for full-time, year-round workers are 25 percent higher for men ($60,680) than women ($48,533).

Median Earnings for the Population Aged 25 and Over With Earnings by Sex		
Education Level	Earnings	
	Male	Female
Less than High School Graduate	$39,735	$23,865
High School Graduate (inc. equivalency)	$43,311	$31,258
Some College or Associate Degree	$52,364	$36,996
Bachelor's Degree	$73,752	$51,631
Graduate or Professional Degree	$90,423	$63,462
Source: U.S. Census Bureau, 2023 American Community Survey 1 Year Estimates		

*Note: The Census-based labor force estimates may differ from the official labor force data released by the Bureau of Labor Statistics (BLS) because of differences in methodology, design, and data collection.
The economic characteristics data from the Census are based on a systematic sample of approximately 17 percent of the Census households (i.e., every second, fourth, sixth, or eighth housing unit, depending on the population of the area). The questions on the long form address economic characteristics issues, including labor force. The official labor force data from BLS are developed by the Local Area Unemployment Statistics (LAUS) program using the Current Population Survey (CPS).

The Current Population Survey (CPS) has been the source of the official estimates of unemployment for the nation for more than half a century. The CPS is the sole and official source of the monthly statistics on unemployment for the nation. It is the main input to the estimating models that produce the official monthly labor force estimates for all states, the District of Columbia, New York City, and the Los Angeles-Long Beach-Glendale metropolitan division. Through the LAUS methodology, the CPS also affects estimates for nearly 7,200 substate areas.

All data from the CPS are gathered by interviewers through personal visits and telephone interviews. Decennial Census data are mostly self-reported. The CPS currently uses 13 specific, detailed questions to determine one's employment status. In the Census, there are six questions. The enhanced specificity in the CPS is designed to avoid misclassifications. The CPS questions for determining current employment status relate to a specific reference week, the week including the 12th of the month (or, in the case of job search, the 4 weeks preceding the survey week). The Census questions relate to the calendar week preceding the date that the questionnaires were completed (in the case of job search, the 4 weeks preceding the date of reporting).
The Census does not produce monthly estimates because it has been optimized instead to produce estimates for smaller geographic areas and different demographic groups. The large sample size from the Census enables them to produce estimates for demographic groups that is not possible with LAUS estimates. The Census and BLS are complementary rather than competing sources of employment and unemployment data.