



# *Women in Boston*

*BPDA Research Division*

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**boston planning &  
development agency**

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# Demographics

## Women in Boston

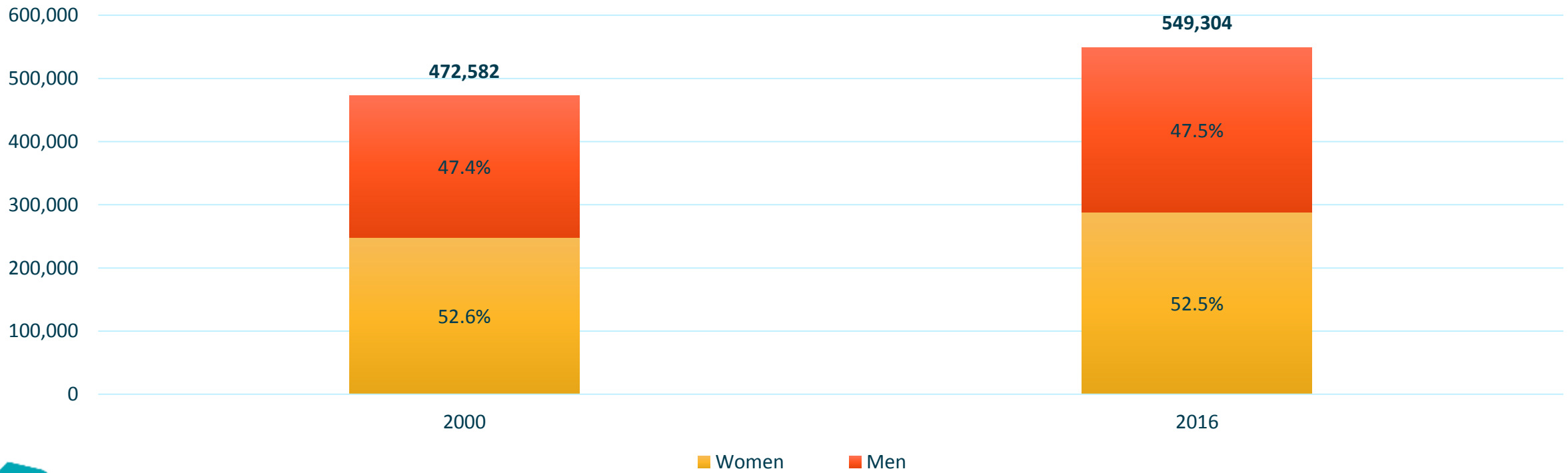


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# Population

- There were 288,371 adult women in Boston in 2016.
- This is a 16% increase since 2000, when the female adult population was 248,504.
- Women make up 52.5% of Boston's adult population.

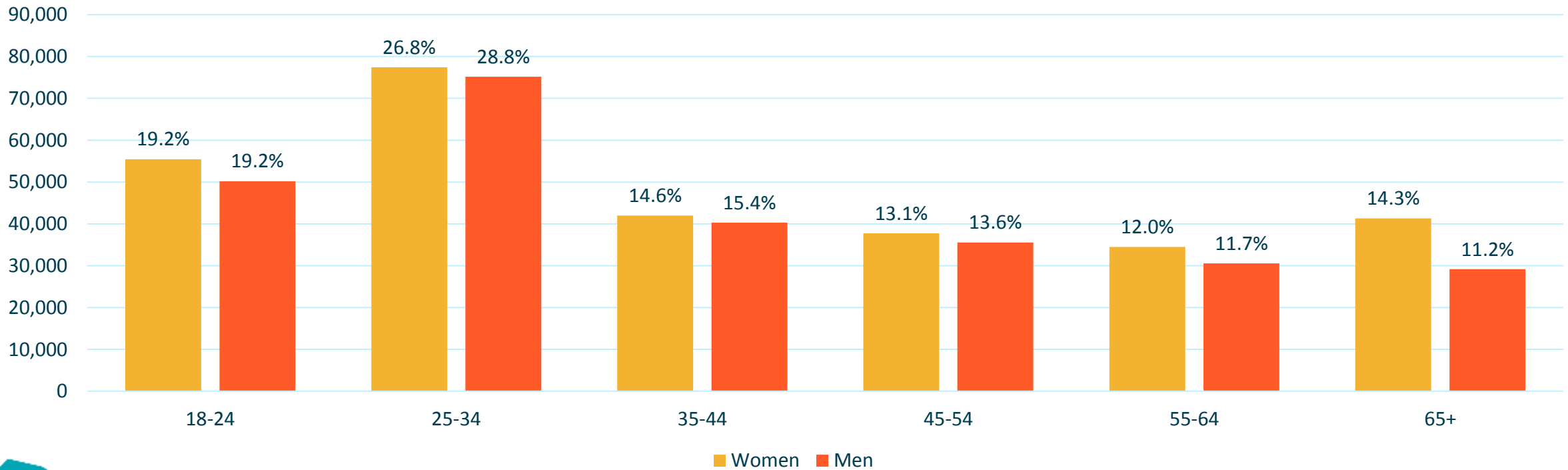
## Boston Population Age 18+ (2000 & 2016)



# Age Distribution

- Women outnumber men in all age groups, but particularly in the 65 year and older group – 14% of women and 11% of men are 65 and over.
- 26.8% of Boston’s women and 28.8% of Boston’s men are between the ages of 25 and 34.

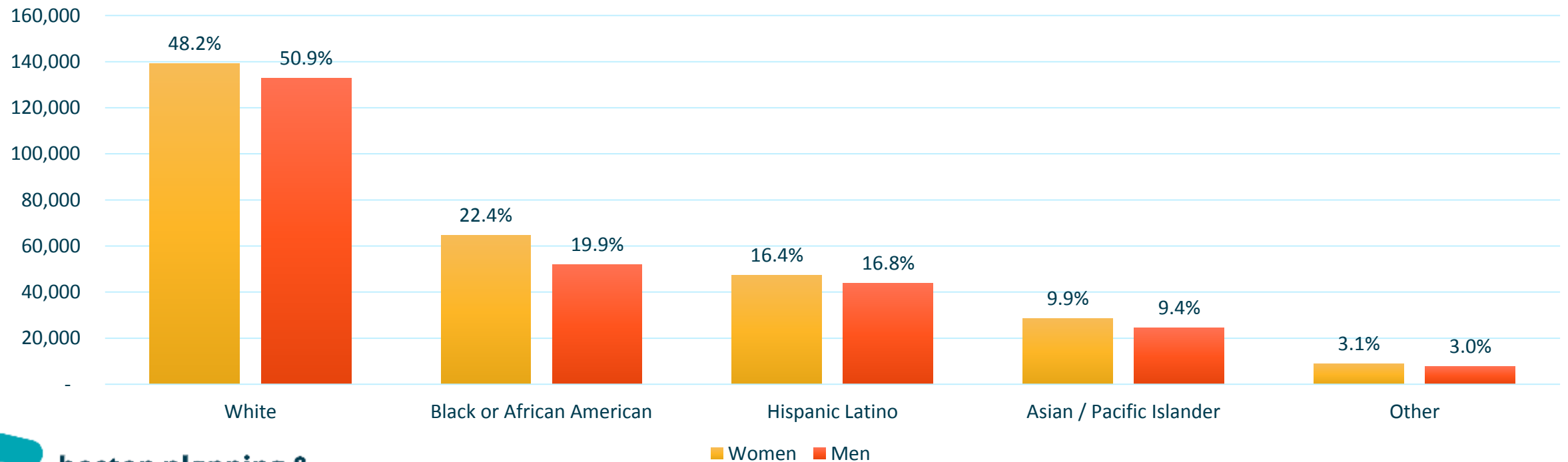
## Age Distribution of Boston Adults - 2016



# Race/Ethnicity

- Although women outnumber men in every racial/ethnic group, Boston women are slightly more likely to be Black/African American while Boston men are slightly more likely to be White.
- 50.9% of adult men and 48.2% of adult women are non-Hispanic Whites.
- 19.9% of adult men and 22.4% of adult women are Black/African-American.

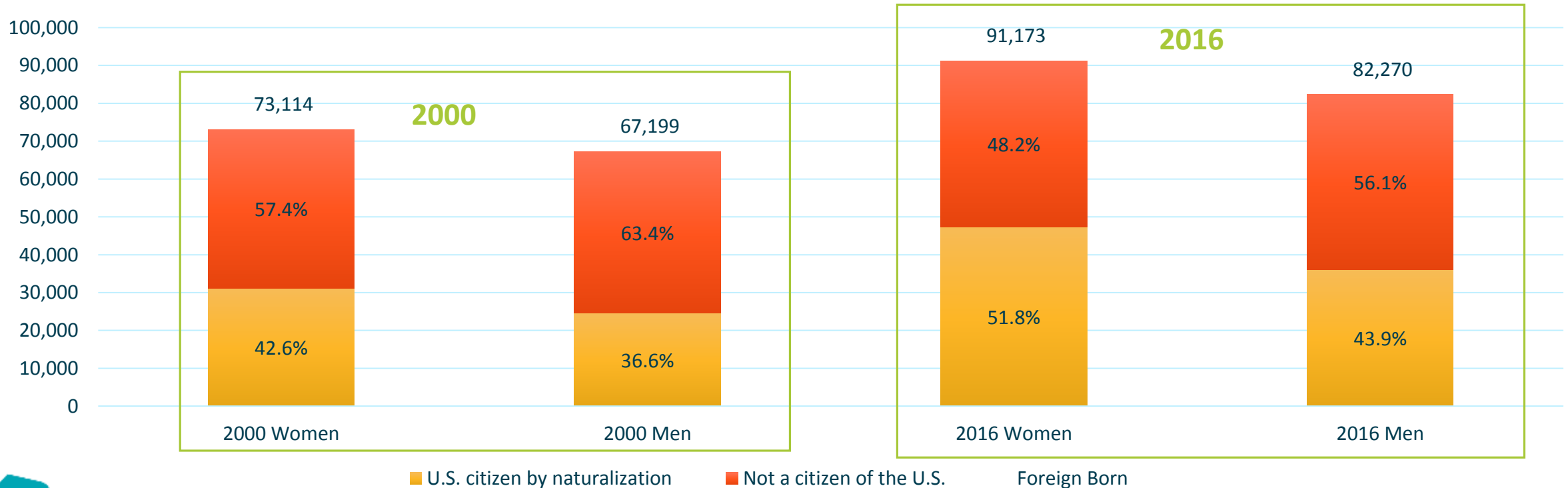
## Race/Ethnicity of Boston Adults - 2016



# Nativity

- Men and women in Boston are equally likely to be foreign born - 31.6% of Boston women and 31.5% of Boston men are foreign-born.
- However, foreign-born women are more likely to be naturalized U.S. citizens than foreign-born men. 51.8% of foreign-born women are naturalized U.S. citizens compared to 43.9% for foreign-born men.

### Citizenship of Foreign-born Adults – Boston (2000 & 2016)

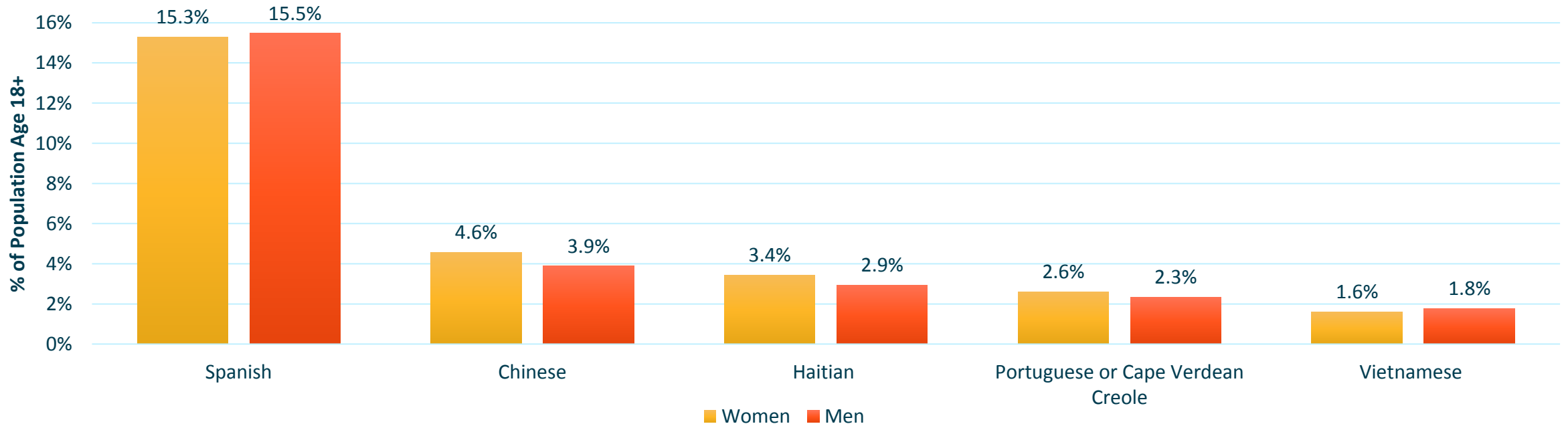




# Language

- 36.7% of Boston women and 36.2% of Boston men speak a language other than English at home.
- 11.2% of all women in Boston are not English proficient (speak English less than “Well”) compared to 10% of Boston men.
- The top languages spoken by both men and women in Boston are English, Spanish, Chinese, Haitian, Portuguese or Cape Verdean Creole, and Vietnamese.

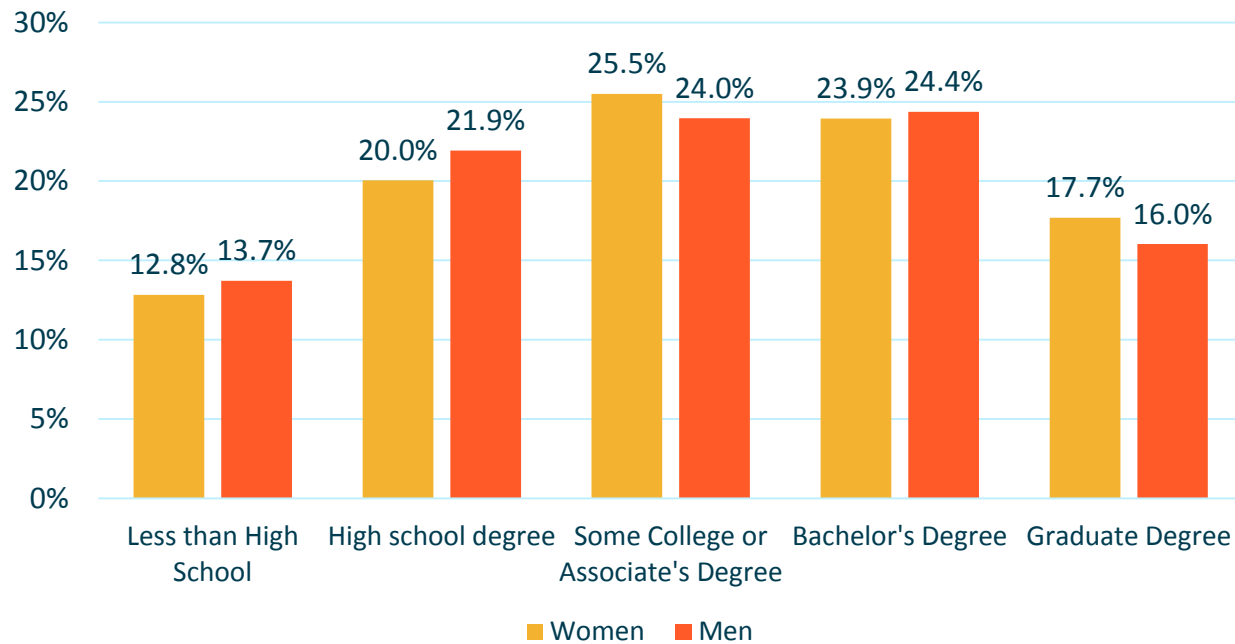
## Top Non-English Languages Spoken at Home by Gender



# Education

- In 2016, women were more likely than men to have a Bachelor's degree or higher – 41.6% versus 40.4%.
- Women overtook men in share with a Bachelor's degree in the years between 2000 and 2016.
- At younger ages this difference is more pronounced – for 25 to 34 year olds, 68.9% of women and 63.5% of men have a Bachelor's degree or higher.

**Educational Attainment by Gender (Age 18+)**



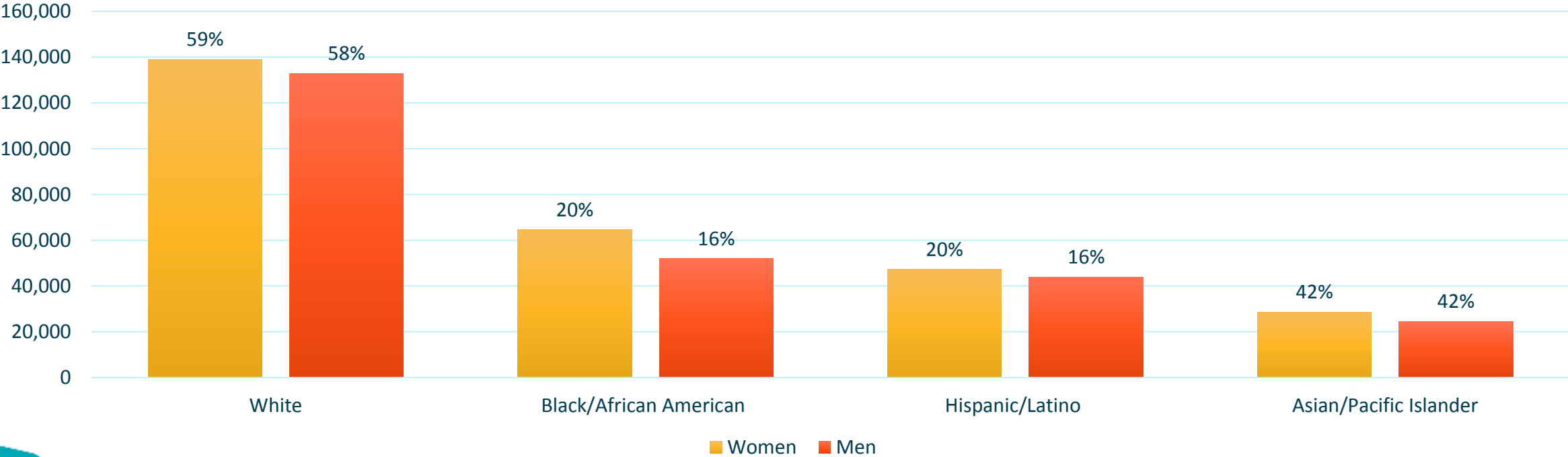
**Bachelor's Degree or Higher by Age and Gender**

Age	2000		2016	
	% of Females with BA+	% of Males with BA+	% of Females with BA+	% of Males with BA+
18-24	22.9%	18.0%	22.4%	17.1%
25-34	52.4%	51.7%	68.9%	63.5%
35-44	32.4%	33.9%	45.2%	42.0%
45-64	28.1%	30.8%	34.3%	34.5%
65 and over	14.4%	21.1%	25.3%	32.4%
Total	31.9%	33.5%	41.6%	40.4%

# Education by Race

- White women are more likely to hold a Bachelor's degree than white men and men and women of other races.
- About 20% of Hispanic/Latino and Black/African American women and 16% of Hispanic and Black men have a bachelor's degree or higher.
- Asian men and women hold Bachelor's degree at equal rates – 42%.

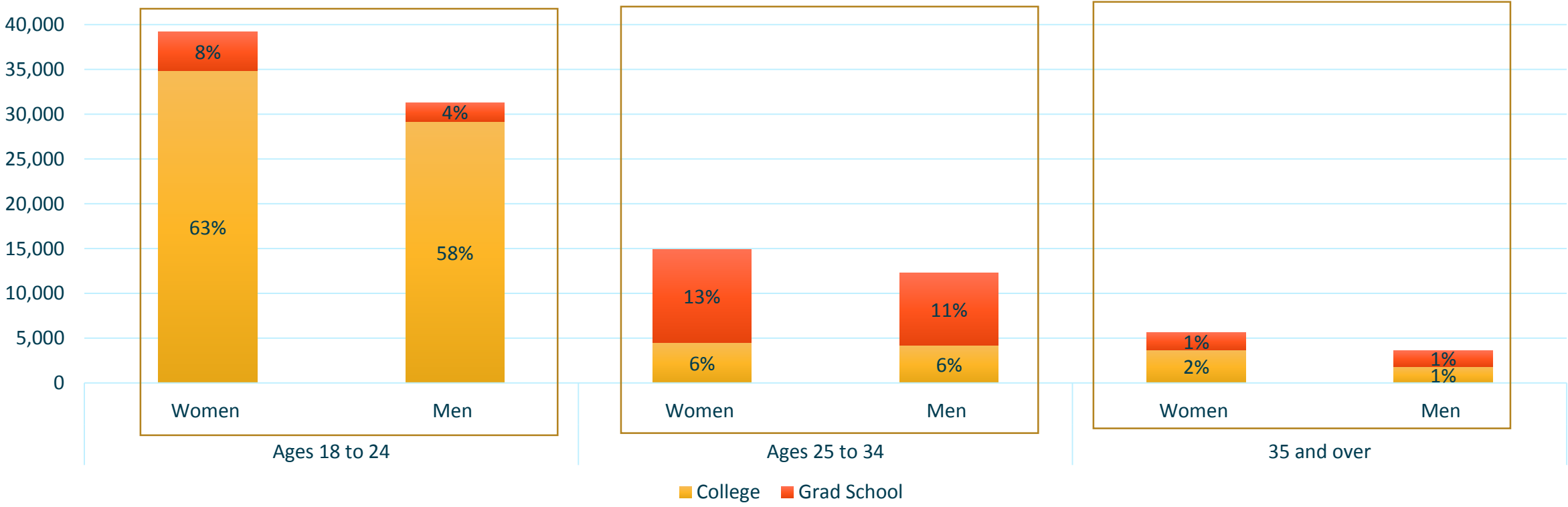
**Bachelor's Degree or Higher by Race/Ethnicity and Gender ( Age 18+)**



# Enrollment in College

- Women are likely to continue to surpass men in educational attainment because a higher share of women are enrolled in college or graduate school.
- 21.6% of women are enrolled in college or graduate school compared to 19.5% of men.

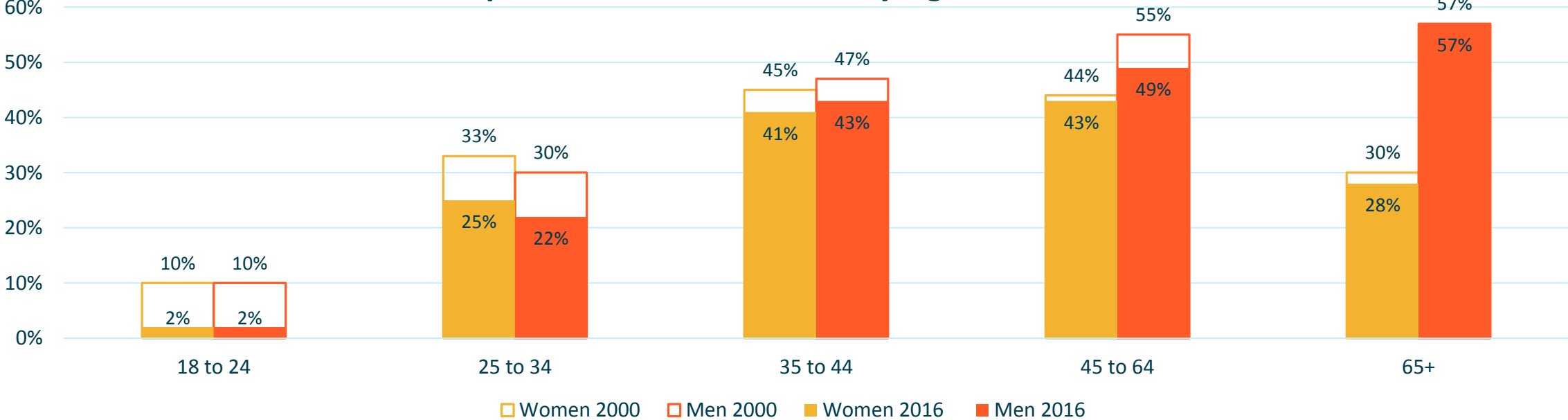
**College or Graduate School Enrollment by Gender and Age**



# Marital Status

- Boston women have a lower marriage rate than Boston men, 28.0% and 32.1% respectively.
- Due to longer life expectancies, women are more likely to be widowed than men. 36% of women age 65 and over are widowed compared to 11% of men in the same age group.
- 18.8% of Boston women live by themselves, higher than the 15.9% of Boston men who live alone.
- In 2000, women of all age groups were more likely to be married than women in 2016.

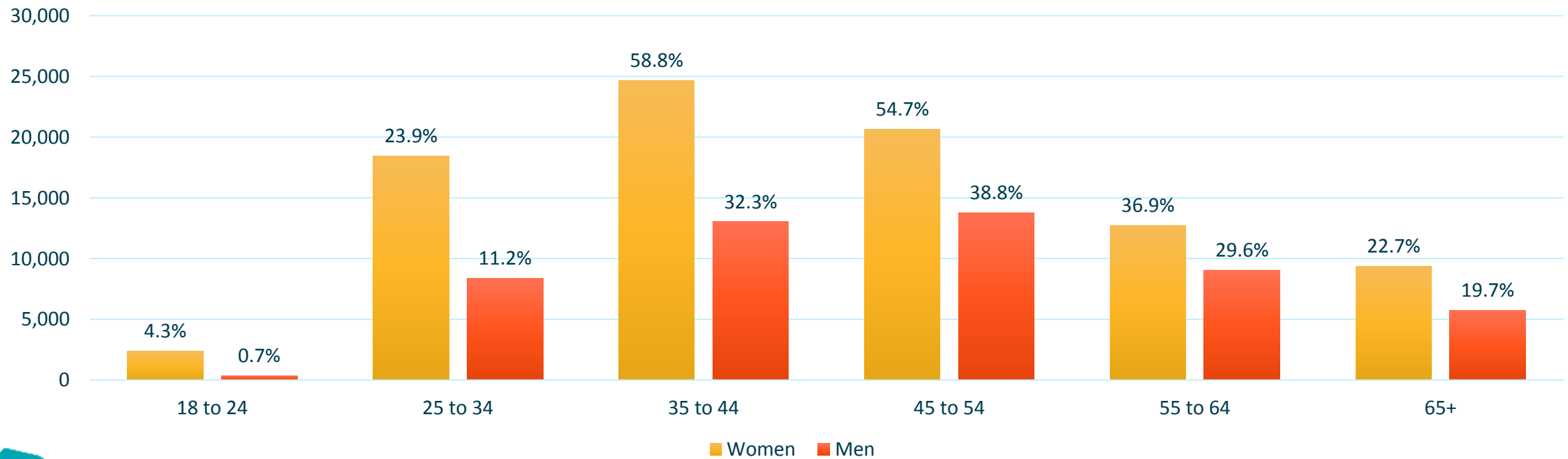
**Share of Boston Population that is Married by Age and Gender 2000 and 2016**



# Children

- Women are more likely than men to have their own children living with them. 30.6% of Boston women and 19.3% of Boston men live with children of their own.
- The most striking contrast exists between men and women ages 35 to 44 - 58.8% of women and only 32.3% of men have their own children living with them.

### Boston Population Living with Own Children Under 18 by Age and Gender



# Neighborhoods

- The share of women in each neighborhood ranges from 66.5% in Longwood to 46.1% in East Boston.
- A higher female share in Longwood is due to the large percentage of female students enrolled in Simmons and Emmanuel Colleges.

	Total Population	Female Population	
	#	#	%
<b>Boston</b>	658,279	342,270	52.0%
<b>Longwood</b>	5,360	3,567	66.5%
<b>West Roxbury</b>	32,891	18,370	55.9%
<b>Jamaica Plain</b>	39,176	21,550	55.0%
<b>Roslindale</b>	29,100	15,789	54.3%
<b>Brighton</b>	49,055	26,594	54.2%
<b>Charlestown</b>	18,314	9,901	54.1%
<b>Beacon Hill</b>	9,211	4,937	53.6%
<b>Back Bay</b>	18,151	9,591	52.8%
<b>Fenway</b>	32,275	16,902	52.4%
<b>Roxbury</b>	51,714	27,004	52.2%
<b>Hyde Park</b>	36,123	18,806	52.1%
<b>Dorchester</b>	124,862	64,598	51.7%
<b>Mattapan</b>	25,792	13,307	51.6%
<b>Allston</b>	19,399	9,966	51.4%
<b>South Boston</b>	35,481	18,155	51.2%
<b>North End</b>	9,383	4,698	50.1%
<b>South End</b>	31,920	15,890	49.8%
<b>Downtown</b>	17,404	8,573	49.3%
<b>Mission Hill</b>	16,973	8,263	48.7%
<b>South Boston Waterfront</b>	3,086	1,477	47.9%
<b>West End</b>	6,062	2,897	47.8%
<b>East Boston</b>	46,208	21,322	46.1%

Source: U.S. Census Bureau, 2012-2016 5-Year ACS, BPDA Research Division

# Employment

## Women in Boston

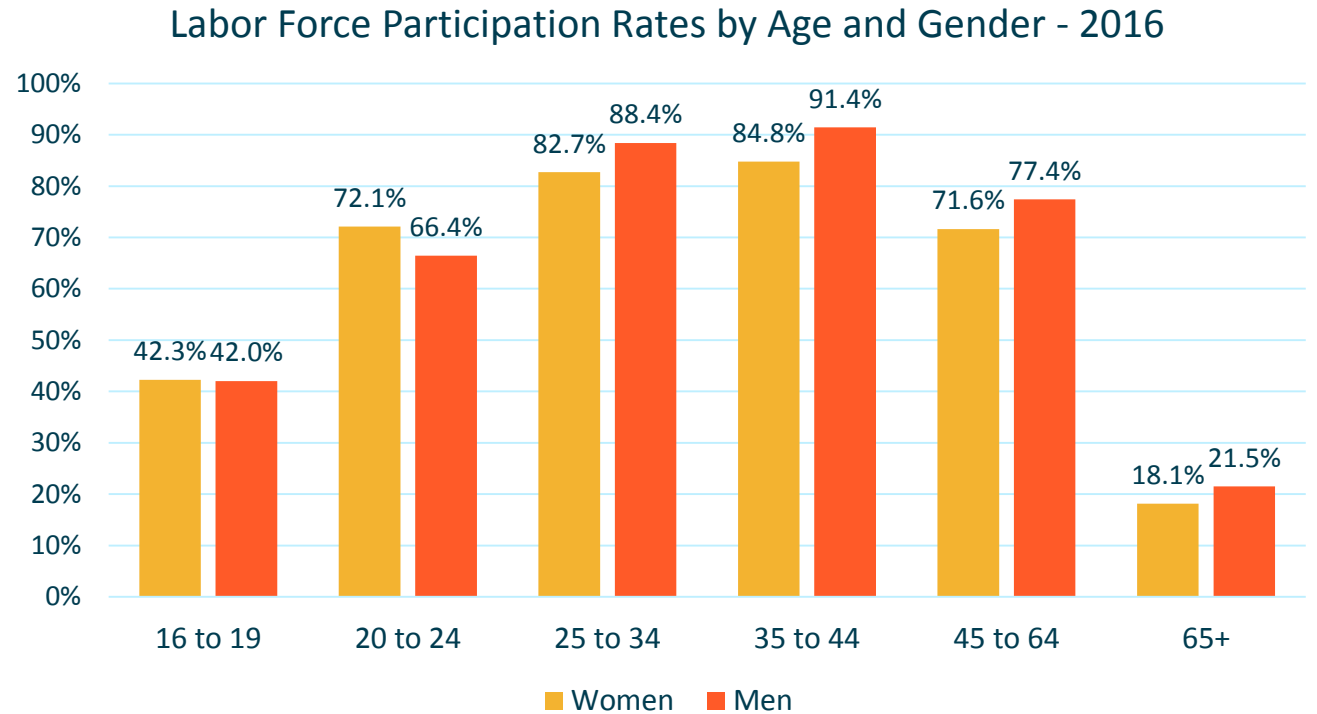
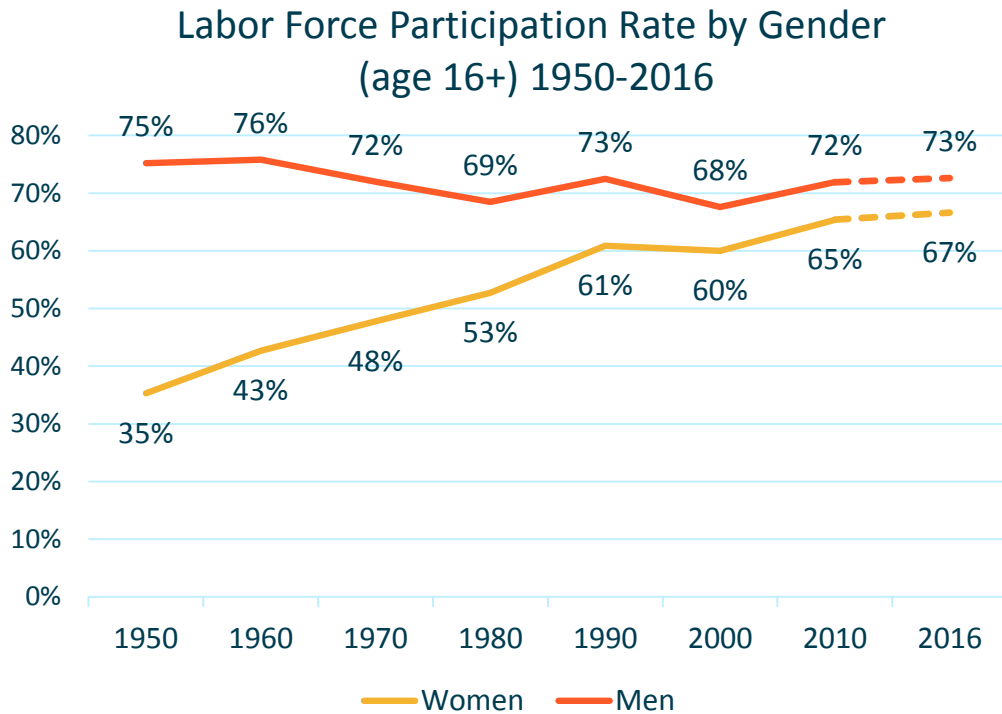


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# Labor Force Participation

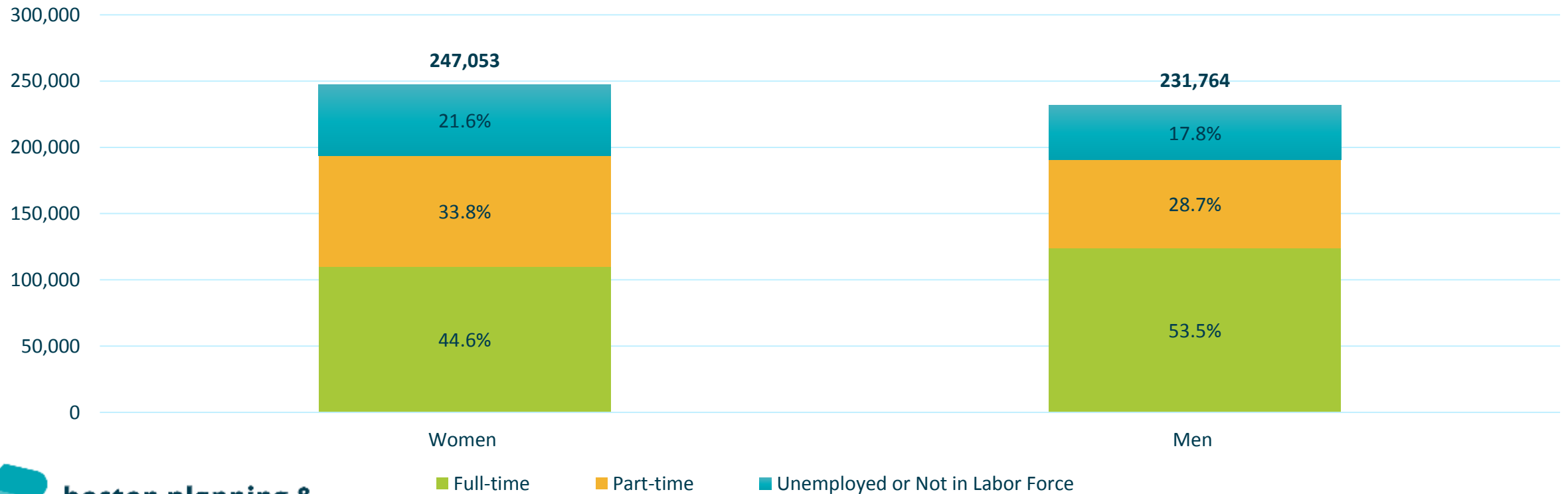
- Women's labor force participation has increased dramatically to 67% of women age 16 and older, but it still trails that of men (73%).
- Women ages 16 to 24 have a slightly higher labor force participation rate than men, while men have higher labor force participation rates at older ages.



# Employment

- Women are less likely to work full-time than men. 44.6% of women aged 18 to 64 work full-time compared to 53.5% of men.
- Women are more likely to work part-time (33.8%) or be out of the labor force (21.6%).

## Employment Type by Gender (Ages 18-64)



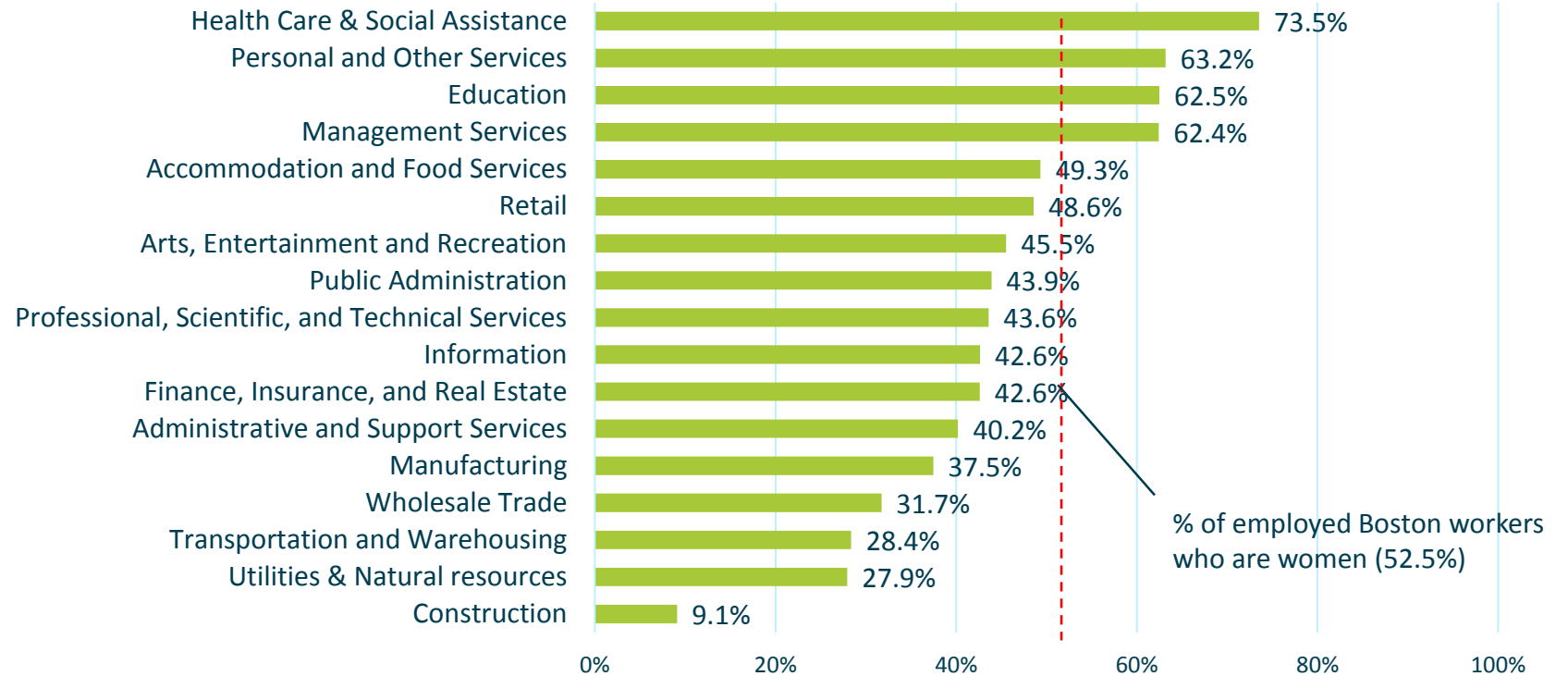
# Industries

- Women make up 52.5% of employed Boston residents, but they are not equally represented in all industries.
- Women make up 73.5% of Boston residents working in the Healthcare and Social Assistance industry, but only 9% of residents working in construction.

## Share of Boston Residents Working in Industry Who are Women

Industries in which women are overrepresented

Industries in which women are underrepresented

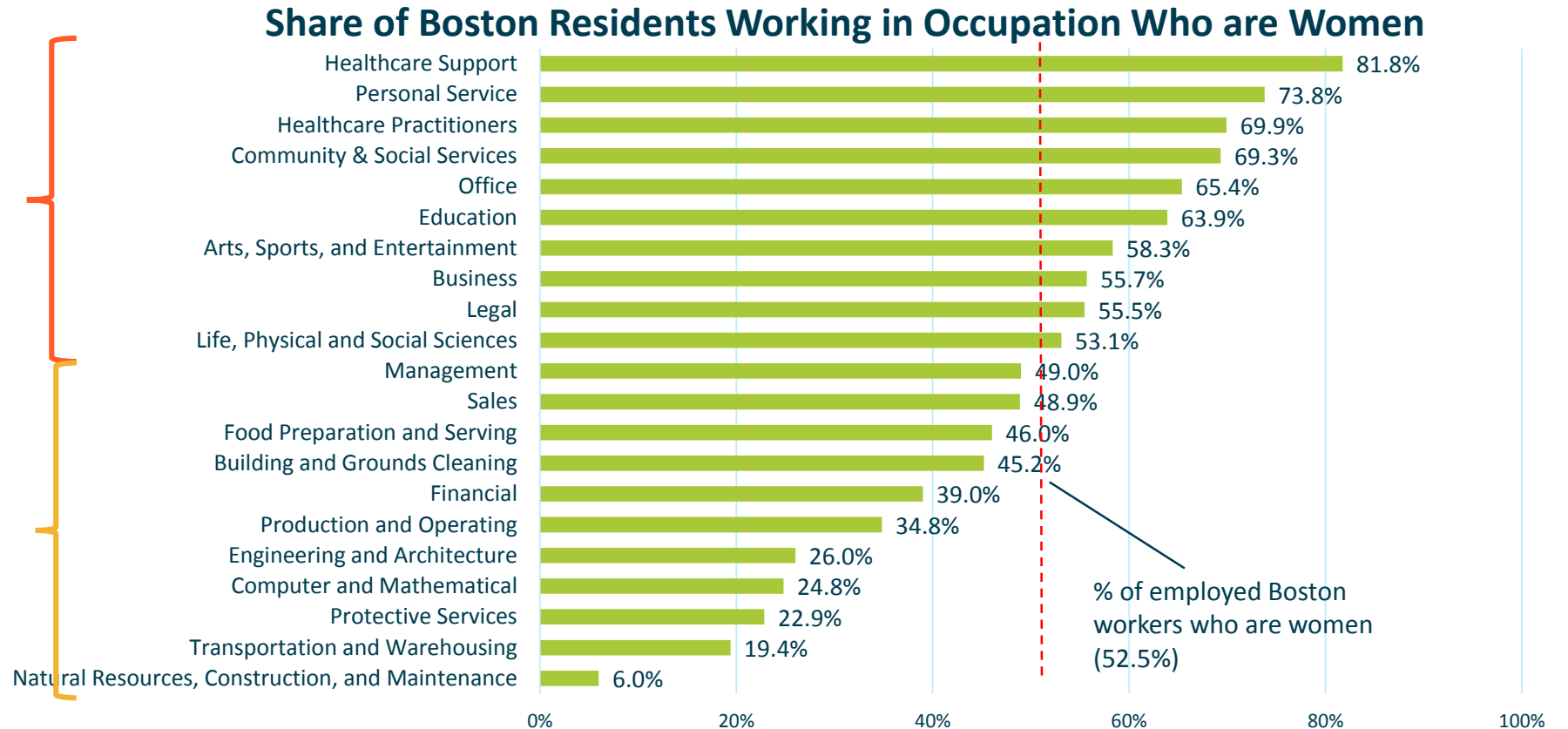


# Occupations

- There are significant differences in the representation of women in different occupations. For example, women make up 82% of Healthcare Support workers, despite being 52% of all Boston resident workers.
- In contrast, women make up only 6% of natural resource, construction, and maintenance workers.

Occupations in which women are overrepresented

Occupations in which women are underrepresented



# Self-Employment

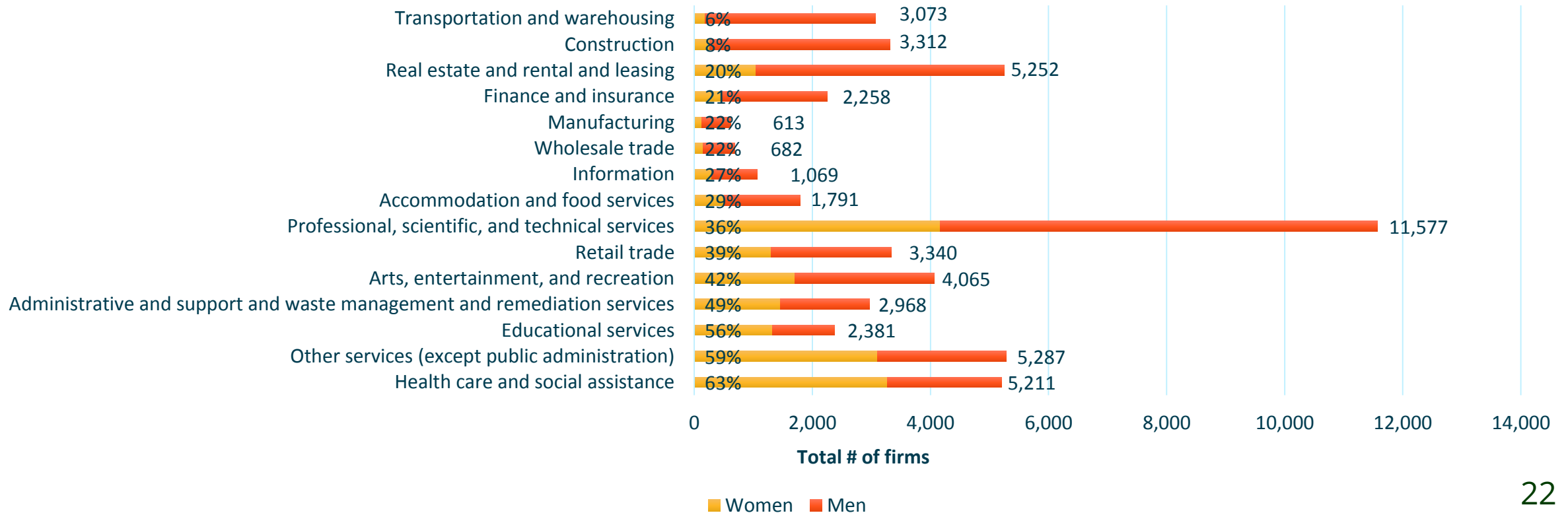
- 5% of women and 6% of men (ages 18-64) are self-employed.
- There are 19,384 businesses in Boston owned by women, but 33,555 businesses owned by men.
- Female-owned businesses on average have fewer employees and less sales revenue than male-owned businesses.

Business	Female-Owned Business	Male-Owned Business
Number of Businesses	19,384	33,555
Businesses With Paid Employees	2,071	8,532
Sales Revenue Generated (in millions)	\$ 3,087	\$30,398
Average Revenue Per Business	\$159,287	\$ 905,940
# of Employees	18,010	118,550
Average Employees per Business	0.9	3.5

# Female-Owned Businesses

- The largest number of businesses owned by both women and men are in professional, scientific, and technical services.
- Women own over half of the businesses in Boston in health care, other services, and educational services.
- Women own less than a quarter of the businesses in wholesale trade, manufacturing, finance and insurance, real estate, construction, and transportation and warehousing.
- Even within the same industry, the average revenue per business owned by women is much less than those owned by men.

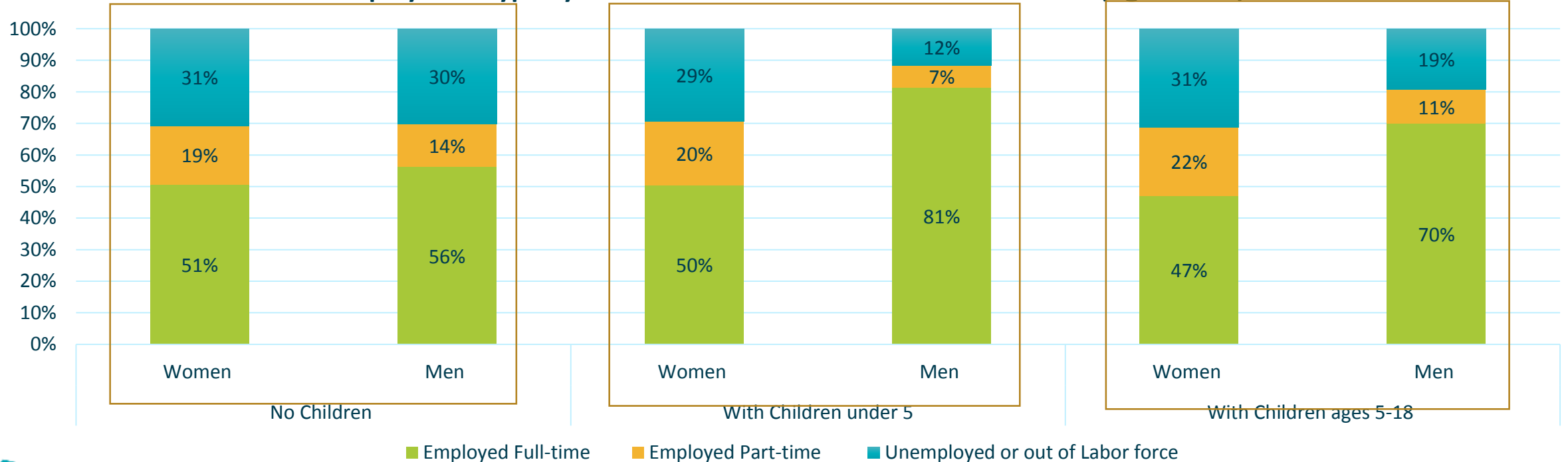
## Percentage of Boston Firms Owned by Women



# Employment of Parents

- In 2016, 32% of women (ages 18-64) and 19% of men had children under age 18 living with them.
- 76% of men and 64% of women with children were employed, but only 46% of mothers were employed full-time, compared to 70% of fathers.
- Among parents with children under 5, 84% of part-time workers and 81% of parents who are not working were women.
- 68% of women who gave birth in 2016 were employed in the same year.

Employment type by Presence of Own Children in the Household (Ages 18-64)



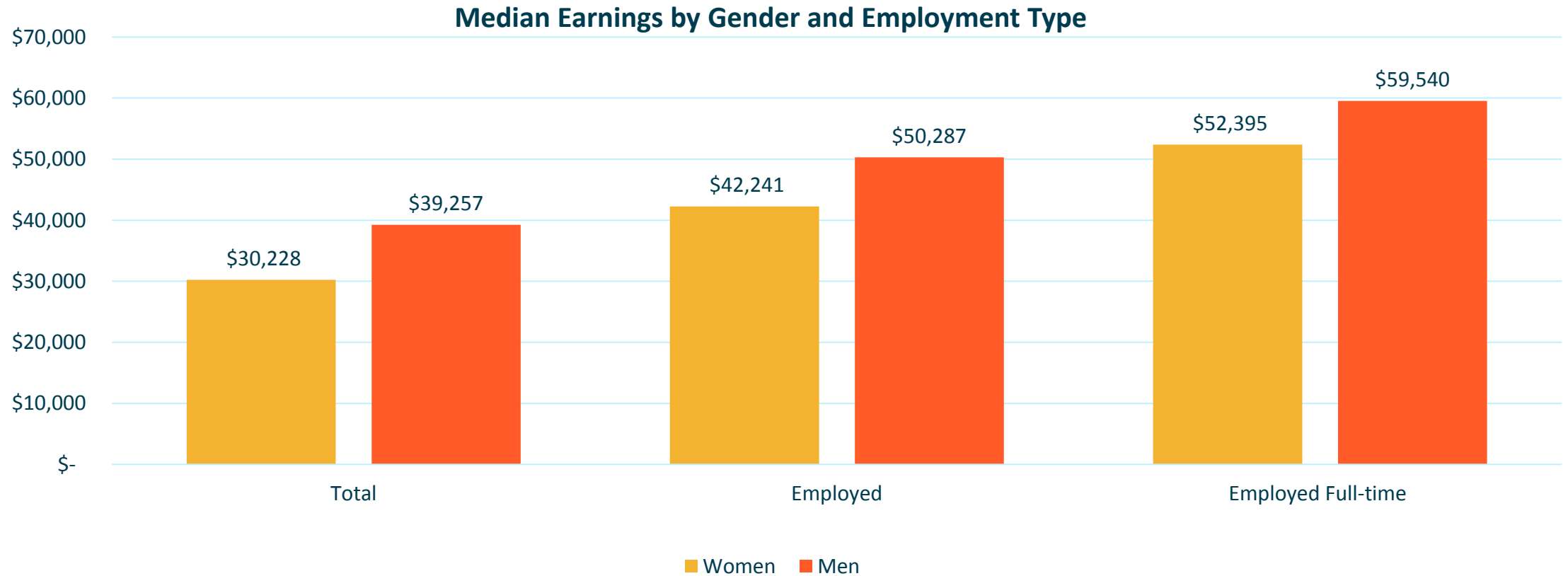
# Pay Gap

## Women in Boston



# Earnings

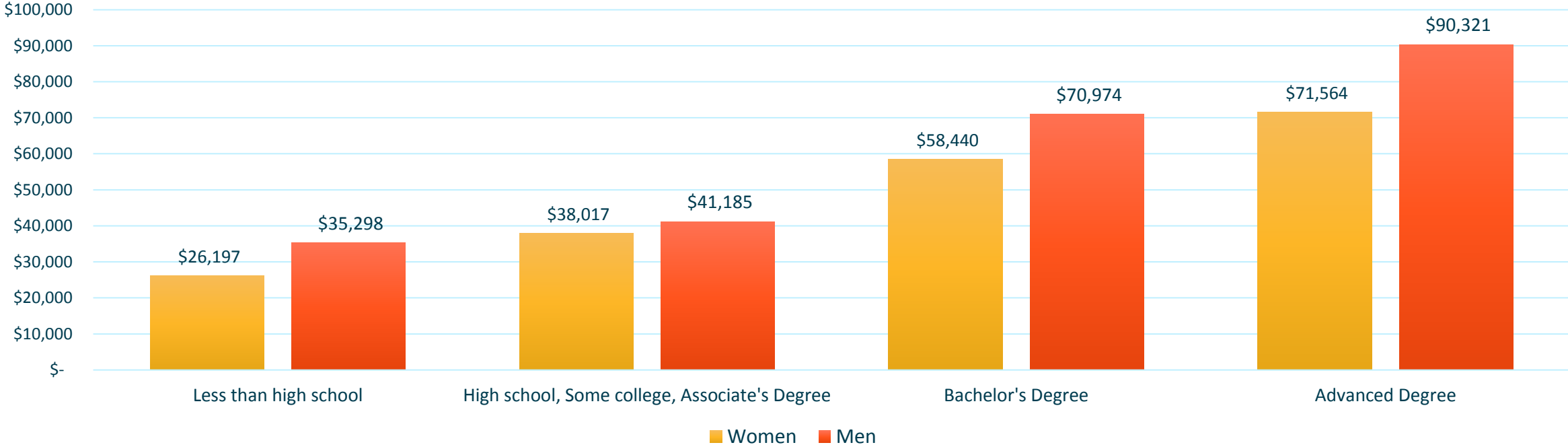
- The median earnings of women are lower than the median earnings of men in general.
- Even among full-time workers, women earn 88% of what men earn.



# Pay Gap Among Full-time Workers- Education

- At all levels of educational attainment, men earn more than women.
- Women with less than a high school degree have median earnings of only \$26,197, even when working full-time full-year.
- Men with advanced degrees earn \$90,321, while women with advanced degrees earn only 79% of what men earn.

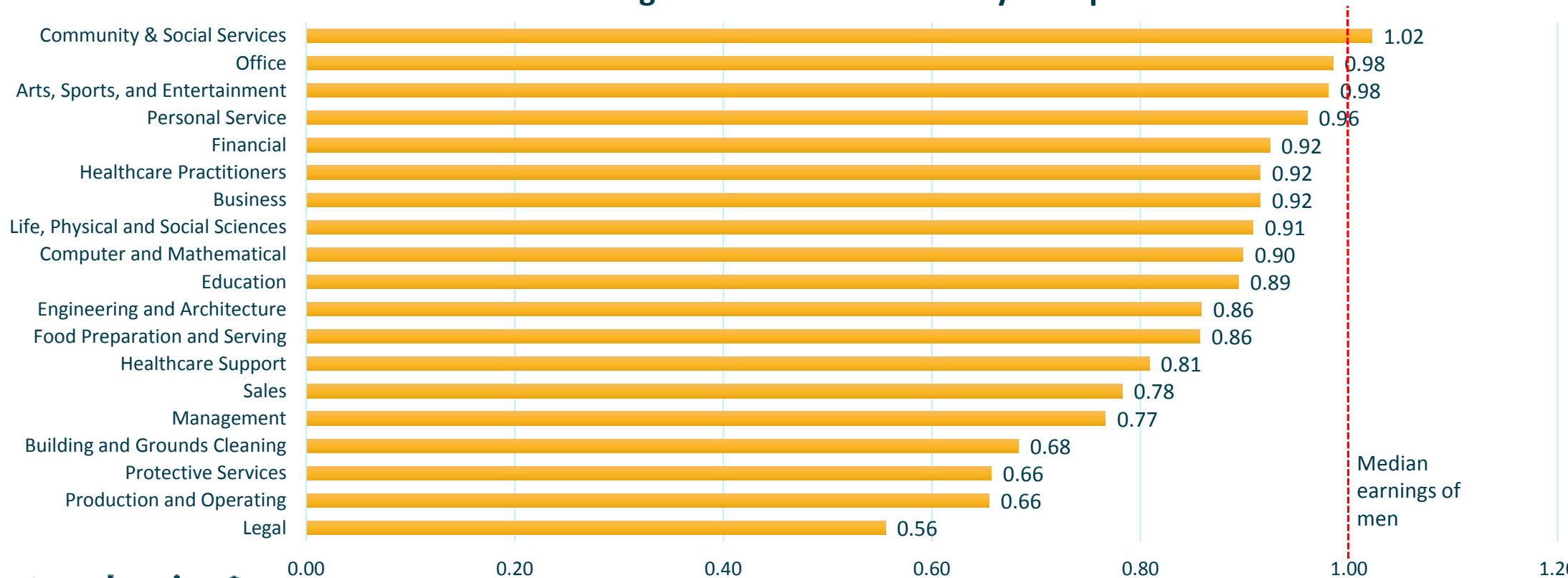
**Median Earnings of Full-time Workers by Gender and Educational Attainment**



# Pay Gap Among Full-Time Workers by Occupation

- Only women working in Community & Social Services earn more median earnings than men working full-time in the same occupation.
- Women working in legal occupations earn only half of what men earn working full-time.

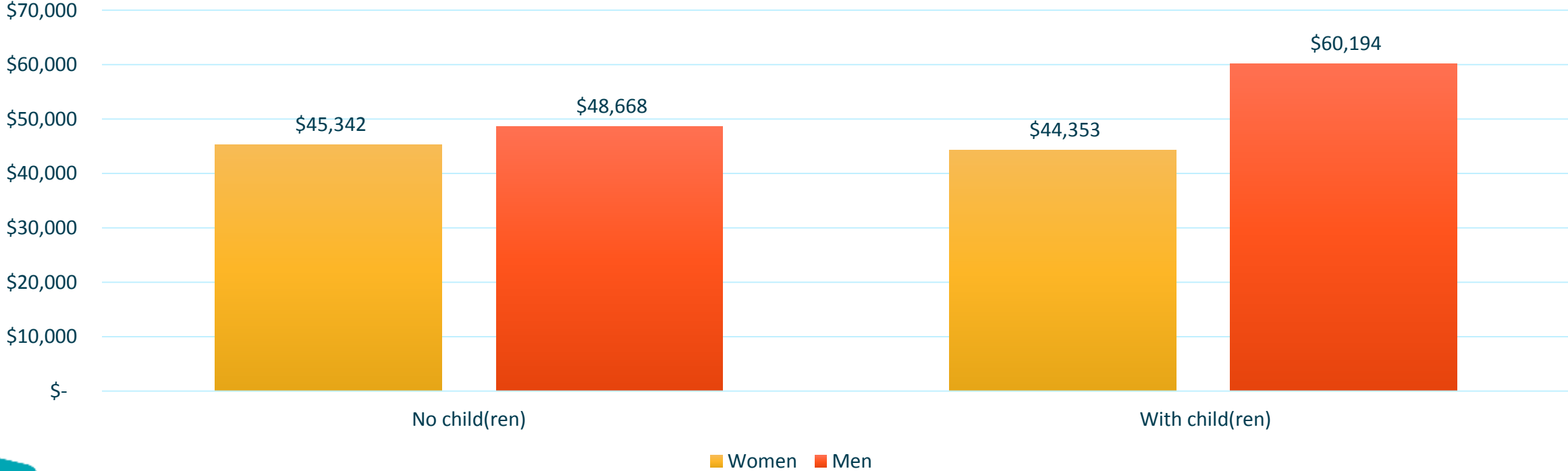
## Ratio of Female to Male Median Earnings of Full-time Workers by Occupations



# Pay Gap Among Full-time Workers- Parents

- The median income of women decreases with parenthood whereas the median income of men increases.
- The pay gap among male and female full-time workers increases with the presence of children.
- Fathers earn \$60,000 at median, while mothers only earn \$44,000.

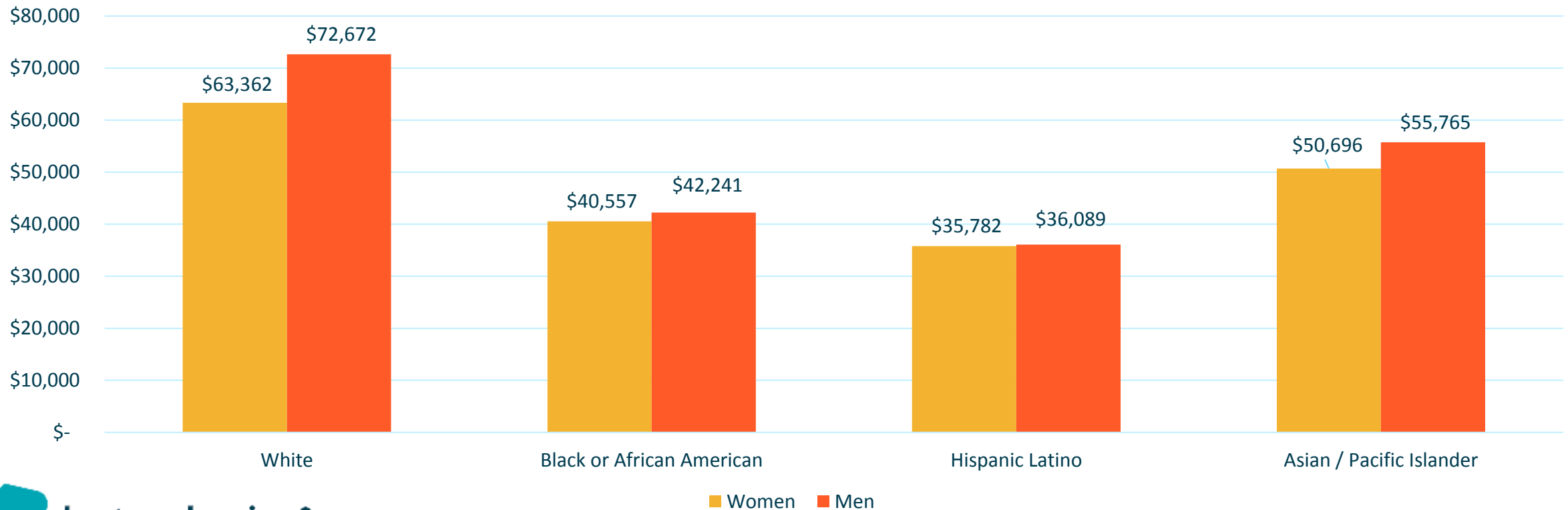
**Median Income of Parents Working Full-time with Children under age 18 (Ages 18-64)**



# Pay Gap among Full-time Workers - Race

- White women have the highest median earnings among all women, making \$63,362. However, this is 87% of what white men earn.
- Hispanic/Latino women earn the lowest at \$35,782. The pay gap is also the lowest between Hispanic/Latino men and women.

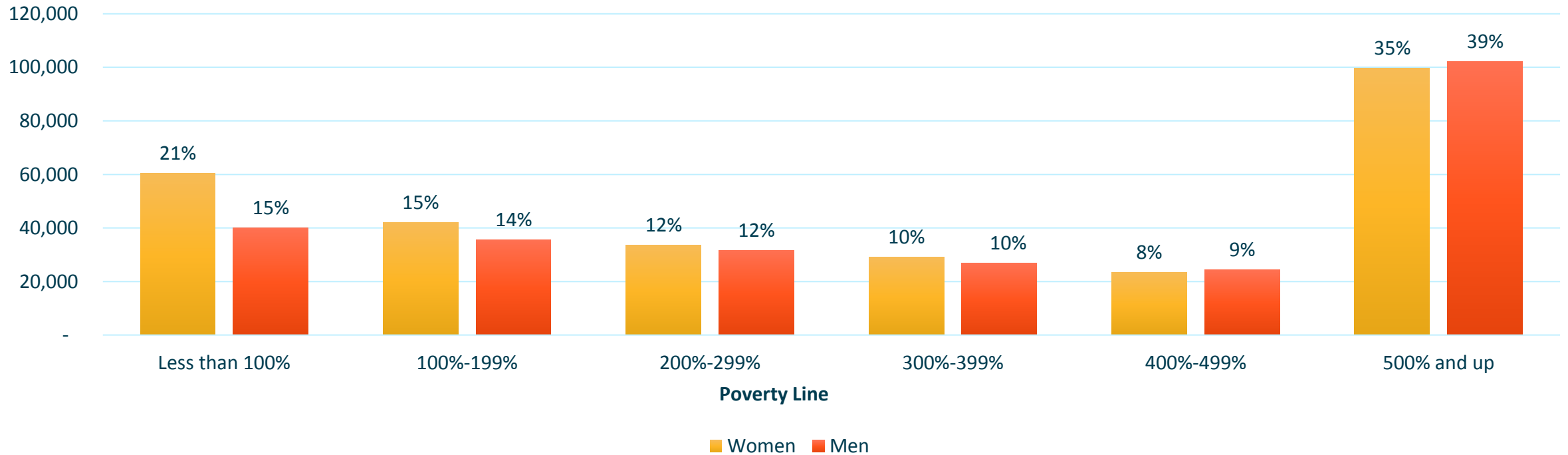
**Median Earnings of Full-Time Workers in Boston by Race and Gender**



# Poverty

- There are 60,346 women in Boston living in poverty - 60% of those in poverty are women.
- Women have higher rates of poverty: 21% of women and 15% of men live in poverty.
- 39% of men, but only 35% of women, live in families with incomes that are more than five times the poverty line.

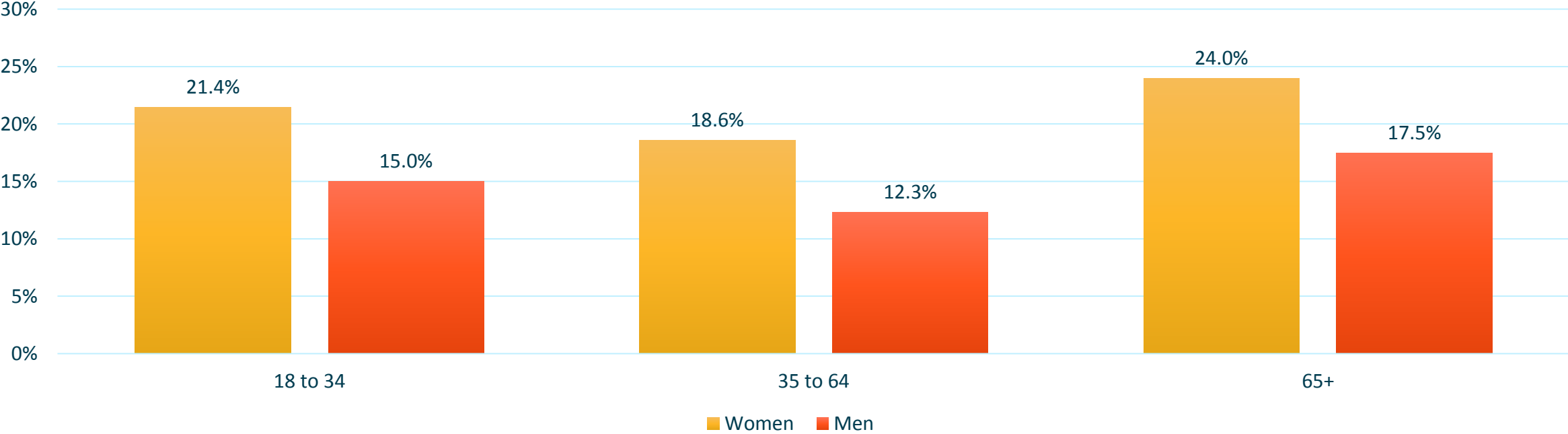
## Poverty Level of Boston Adults by Gender



# Poverty and Age

- Poverty rates for women are higher than for men in every age group.
- Poverty rates are particularly high for women over age 65 – 24% live in poverty.

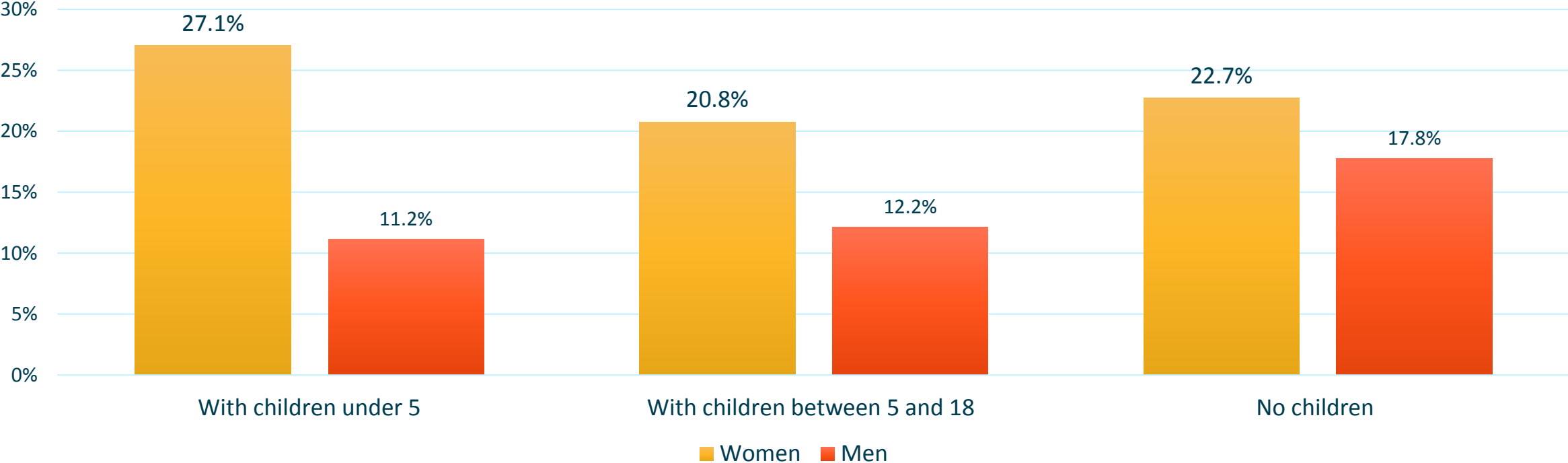
### Poverty Rate by Age and Gender



# Poverty and Parenthood

- Women have higher rates of poverty than men, regardless of parenthood.
- There is a large disparity between women and men with children under age 5 – 27% of women with children under age 5 are in poverty compared to 11% of men with children of same age.

Poverty Rate by Presence of Own Children and Gender (Age 18+)

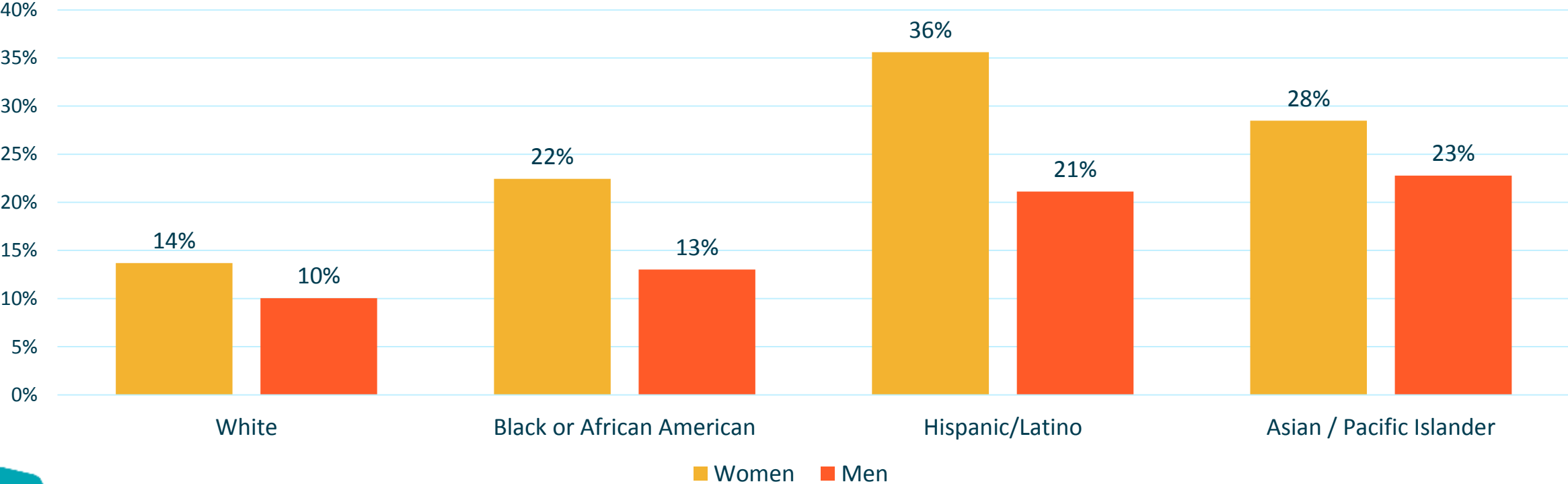




# Poverty and Race

- Women have higher rates of poverty than men in every racial/ethnic group.
- However, disparities between men and women in poverty are larger in non-White racial groups.
- Hispanic/Latino women in Boston have the highest rates of poverty – 36%.

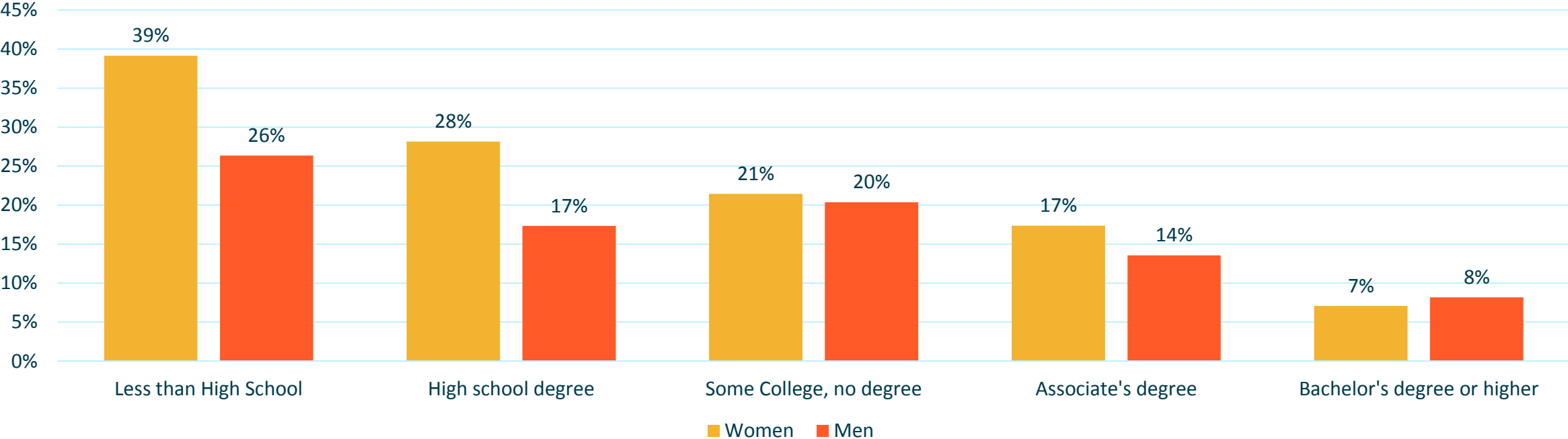
Poverty Rates by Race/Ethnicity and Gender



# Poverty and Education

- Poverty rates of women are higher than poverty rates of men at all levels of educational attainment except for women with Bachelor's degree or higher.
- The poverty rate is highest for women with less than a high school degree – 39% are in poverty.

### Poverty Rates by Gender and Educational Attainment



\* Educational attainment of population not currently enrolled in school, age 18+  
Source: U.S. Census Bureau, 2012-2016 5-Year ACS Public Use Microdata Sample (PUMS) data, BPDA Research Division Analysis