

## FAQ – Women, Work and Wages

[Click here for full brief.](#)

### Is this Vermont data – or national?

All data in [this report](#), except specifically noted, is specific to Vermont.

### What were your data sources?

In a review of similar reports produced in other states, we found that all relied on US Census data collected annually through annual state Community Profiles surveys; we chose to do the same. To ensure a representative sample and to control for annual fluctuations that could skew the numbers, our numbers reflect the average of data collected over a five-year time period (2009-2013).

### A note about employment statistics:

For the purposes of this report, we cite data on full-time year-round workers and part-time year-round workers (which offers a cleaner comparison than one that includes part-time workers who may work just one season, or intermittently).

### Did you rely on any state sources?

States generally rely on US Census data for demographic information or statistics related to employment and wages. Subsequent reports are likely to draw on data that is collected and/or produced by state agencies or organizations.

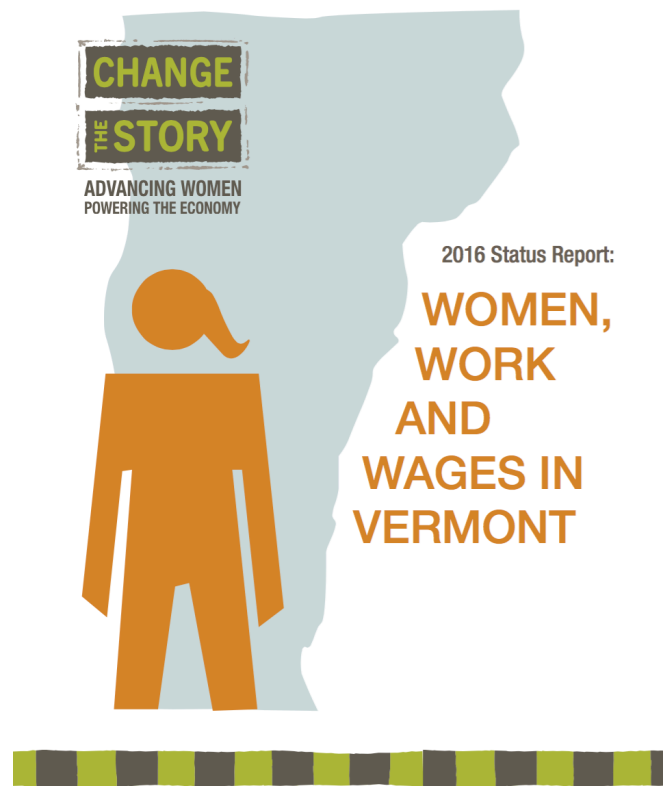
### Why the focus on full-time earners?

We elected to compare those of full-time workers (as defined by the US Census) for the purpose of comparing the wages of women and men. We plan to explore part-time work (women's reasons for working part-time and its impact on long-term earnings) in greater depth in the future, but felt that isolating full-time workers offered a cleaner comparison.

### Did you discern any data gaps?

Yes.

- ✓ **Finding gender disaggregated data through state databases** can be a challenge, particularly if interested in disaggregating the information by gender (state occupational data that is broken down by gender, for example, or numbers related to whether or not an employed Vermonter receives employer-sponsored benefits in the form of healthcare or paid sick days). One cannot, because of privacy limitations and the way in which data is currently collected, discern differences among those who receive various state benefits (which would help to identify groups or circumstances that offer points of leverage in moving more Vermonters into employment and/or economic security).



- ✓ While **accumulated assets** (in the form of savings, property, retirement benefits and investments) provide a critical means by which senior citizens in any state make ends meet, we have a very limited understanding of Vermonters' assets. Nor do we have information about the **debt** that Vermonters carry. We know that nationally, women carry more debt than do men (generally understood as a result of higher student loan liabilities) that takes longer to pay off. National figures also reflect that women accumulate fewer total assets (in one national report, women's assets are estimated to be one-third of men's).
- ✓ We have not been able to find much in the way of information that is related to income mobility (the ability of a family or generation to move in an upward direction from one income bracket to another). As Robert Putnam so clearly demonstrates in his book, *Our Children*, understanding what enables some families – or generations – to ascend the economic ladder is critical to addressing poverty with more than a blunt instrument.

### **What's next?**

Through May, CTS will develop and release briefs on additional subjects tied to economic well-being, among them: occupational and educational segregation; civic and corporate leadership; and the status of women's entrepreneurs.

### **How can I know when a brief has been released?**

- ✓ Like our Facebook page, where we will always announce and include links to such reports!
- ✓ Join our mailing list by signing up on our website! ([www.changethestoryvt.org](http://www.changethestoryvt.org))

### **How can I get involved?**

- ✓ Contact Lindsey Lathrop at [llathrop@changethestoryvt.org](mailto:llathrop@changethestoryvt.org) to let her know that you're interested!
- ✓ Share the report with your colleagues, family and friends.