Georgia reflects both the advances and limited progress achieved by women in the United States. Women in Georgia are seeing important changes in their lives and in their access to political, economic, and social rights. They by no means enjoy equality with men, however, and they still lack many of the legal guarantees that would allow them to achieve that equality. Women in Georgia would benefit from stronger enforcement of equal opportunity laws, greater availability of quality child care, improved access to health care, and other policies that would support their economic progress.

This fact sheet presents data on a set of indicators of women’s employment and earnings and their social and economic autonomy and compares the status of Georgia’s women to that of women in other states. In addition to overall and regional rankings, the fact sheet provides grades that evaluate women’s economic status in Georgia compared with measures of women’s ideal status.

### Overview of Women’s Economic Status in Georgia

Georgia fares well on the wage ratio between women and men, women in managerial and professional occupations, and women-owned businesses. These indicators point to the economic opportunity experienced by women in the state. Georgia ranks poorly, however, on women’s labor force participation, health insurance coverage, and poverty, underscoring remaining obstacles to their economic security. Georgia falls in the bottom third of all states on the percentage of women in poverty, where poverty is defined by the official federal standard. Though the federal poverty line allows for consistent and comparable data across states, many experts view it as an inadequate measure of a family’s basic needs since its methodology was developed decades ago. Local self-sufficiency standards based on families’ actual spending provide a more accurate picture of the costs of a minimal standard of living by accounting more fully for expenses such as housing and child care. Use of these new measures would indicate that more than 13 percent of Georgia’s women are in families where income is inadequate to meet basic needs.

### Table 1. Employment and Earnings of Women in Georgia

<table>
<thead>
<tr>
<th>Composite Employment and Earnings</th>
<th>Value</th>
<th>National Rank*</th>
<th>Regional Rank*</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women’s Median Annual Earnings, 2005\a</td>
<td>$31,700</td>
<td>23</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Ratio of Women's to Men's Earnings, 2005\a</td>
<td>83.0%</td>
<td>3</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Labor Force Participation, 2004\b</td>
<td>59.2%</td>
<td>33</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Percent in Managerial/Professional Occupations, 2002\c</td>
<td>35.1%</td>
<td>12</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

Notes: The composite index combines data on all four employment and earnings indicators.
*The national rankings are of a possible 51, referring to the 50 states and the District of Columbia. The regional rankings are a maximum of 9 and refer to the states in the South Atlantic region (DC, DE, FL, GA, MD, NC, SC, VA, and WV).

See Appendix II of The Best and Worst State Economies for Women for a detailed description of the methodology and sources used for the indices presented here.
Compiled by the Institute for Women’s Policy Research.
Table 2. Social and Economic Autonomy Among Women in Georgia

<table>
<thead>
<tr>
<th>Composite Social and Economic Autonomy Index</th>
<th>Value</th>
<th>National Rank*</th>
<th>Regional Rank*</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Women with Health Insurance, 2005a</td>
<td>79.6%</td>
<td>38</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Percent of Women 25 and Older with a Four-Year College Degree or More, 2005a</td>
<td>27.5%</td>
<td>20</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Women's Business Ownership, 2002a</td>
<td>29.1%</td>
<td>12</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Percent of Women Above the Poverty Line, 2005a</td>
<td>86.7%</td>
<td>36</td>
<td>5</td>
<td></td>
</tr>
</tbody>
</table>

Notes: The composite index combines data on all four social and economic autonomy indicators. *The national rankings are of a possible 51, referring to the 50 states and the District of Columbia. The regional rankings are a maximum of 9 and refer to the states in the South Atlantic region (DC, DE, FL, GA, MD, NC, SC, VA, and WV).

See Appendix II of The Best and Worst State Economies for Women for a detailed description of the methodology and sources used for the indices presented here.
Compiled by the Institute for Women’s Policy Research.

The Economic Status of Women of Color in Georgia

The advances made by women in Georgia are not experienced equally by all women. In Georgia, as in the rest of the nation, women of color experience persistent inequalities in their access to economic resources (Tables 3-4 and Figures 1-3). Asian American, African American, and Hispanic women fare worse than white women in terms of their median annual earnings and their earnings ratio with white men (see Table 3 and Figures 1-2). African American and Hispanic women have much higher poverty rates and are far less likely to hold a bachelor’s degree or more than other women in the state (Tables 3-4). Georgia can begin to address ongoing racial and ethnic disparities in the state by implementing policies to improve access to higher education, income supports, and high quality jobs.

Table 3. Employment and Earnings Among Women of Color in Georgia

<table>
<thead>
<tr>
<th></th>
<th>All Women</th>
<th>White, Non-Hispanic Women</th>
<th>African American Women</th>
<th>Asian American Women</th>
<th>Hispanic Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median Annual Earnings (for full-time, year-round employed women), 2005 a</td>
<td>$31,600</td>
<td>$34,600</td>
<td>$28,200</td>
<td>$30,100</td>
<td>$22,800</td>
</tr>
<tr>
<td>Earnings Ratio Between Women and White Men, 2005a</td>
<td>68.1%</td>
<td>74.6%</td>
<td>60.8%</td>
<td>64.9%</td>
<td>49.1%</td>
</tr>
<tr>
<td>Women’s Labor Force Participation, 2005 b</td>
<td>60.4%</td>
<td>58.5%</td>
<td>65.8%</td>
<td>57.6%</td>
<td>53.2%</td>
</tr>
<tr>
<td>Women in Managerial and Professional Occupations, 2005 c</td>
<td>37.9%</td>
<td>42.0%</td>
<td>32.2%</td>
<td>40.4%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Notes: N/A = Not available due to small sample sizes.
Hispanics may be of any race or two or more races.
Data on Native American women are not available due to small sample sizes.
Source: a) U.S. Department of Commerce, Bureau of the Census, American Community Survey, 2006; b) See Appendix II of The Best and Worst State Economies for Women for a detailed description of the methodology and source used for the percent of women with health insurance; c) U.S. Department of Commerce, Bureau of the Census 2006e.
Compiled by the Institute for Women’s Policy Research.
Figure 1. Women’s Median Annual Earnings for Full-time/Year-round Work, 2005

- All Women: $31,600
- White, Non-Hispanic Women: $34,600
- African American Women: $28,200
- Asian American Women: $30,100
- Hispanic Women: $22,800

Notes: Hispanics may be of any race or two or more races.
Data on Native American women are not available due to small sample sizes.
Source: U.S. Department of Commerce, Bureau of the Census, American Community Survey, 2005
Compiled by the Institute for Women’s Policy Research

Figure 2. Earnings Ratio Between Women and White Men, 2005

- All Women: 68.1%
- White, Non-Hispanic Women: 74.6%
- African American Women: 60.8%
- Asian American Women: 64.9%
- Hispanic Women: 49.1%

Notes: Hispanics may be of any race or two or more races.
Data on Native American women are not available due to small sample sizes.
Source: U.S. Department of Commerce, Bureau of the Census, American Community Survey, 2005
Compiled by the Institute for Women’s Policy Research
Table 4. Social and Economic Autonomy Among Women of Color in Georgia

<table>
<thead>
<tr>
<th></th>
<th>All Women</th>
<th>White, Non-Hispanic Women</th>
<th>African American Women</th>
<th>Asian American Women</th>
<th>Hispanic Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of Women 25 and Older with a Bachelor’s Degree, 2005</td>
<td>26.4%</td>
<td>29.2%</td>
<td>20.0%</td>
<td>42.9%</td>
<td>16.2%</td>
</tr>
<tr>
<td>Percent of Women Above the Poverty Level, 2005</td>
<td>85.0%</td>
<td>89.9%</td>
<td>75.8%</td>
<td>90.5%</td>
<td>77.9%</td>
</tr>
<tr>
<td>Percent of Women with Health Insurance, 2005</td>
<td>79.6%</td>
<td>83.9%</td>
<td>77.8%</td>
<td>71.9%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Notes: N/A = Not available due to small sample sizes; Hispanics may be of any race or two or more races; Data on Native American women not available due to small sample sizes. Source: d) U.S. Department of Commerce, Bureau of the Census 2006f; e) U.S. Department of Commerce, Bureau of the Census 2006g; f) Institute for Women’s Policy Research 2006b.

Compiled by the Institute for Women’s Policy Research.

Figure 3. Social and Economic Autonomy Among Women of Color in Georgia

Notes: N/A = Not available due to small sample sizes; Hispanics may be of any race or two or more races; Data on Native American women not available due to small sample sizes. Source: d) U.S. Department of Commerce, Bureau of the Census 2006f; e) U.S. Department of Commerce, Bureau of the Census 2006g; f) Institute for Women’s Policy Research 2006b.

Compiled by the Institute for Women’s Policy Research.

About the IWPR Status of Women in the States Series

This fact sheet is part of the 2006-2007 edition of IWPR’s long-running series of reports that measures and tracks the status of women across the United States. The series seeks to provide policymakers, business leaders, philanthropists, and community activists with the information they need to address women’s concerns at the state level, and this fact sheet focuses on the economic factors that affect women’s well-being in Georgia. Since 1996 IWPR has released national updates on women’s status every two years.

All Status of Women in the States resources are available at www.iwpr.org. Data are available at www.femstats.net.

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