

A Study of the Disparity in Wages and Benefits Between Men and Women in Wyoming: Update 2018

Prepared for the Wyoming State Legislature,
Pursuant to House Bill 0209 (2017)
by the Wyoming Department of Workforce Services,
Research & Planning Section

Addendum

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Addendum

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“Your Source for Wyoming Labor Market Information”

Who We Are

Research & Planning (R&P) functions as an exclusively statistical entity within the Wyoming Department of Workforce Services. R&P collects, analyzes, and publishes timely and accurate labor market information (LMI) meeting established statistical standards. We work to make the labor market more efficient by providing the public and the public’s representatives with the information needed for evidence-based, informed decision making.



Addendum

A Study of the Disparity in Wages and Benefits Between Men and Women in Wyoming: Update 2018 was created at the direction of Wyoming House Bill 0209 (2017). Prior to publication, *Update 2018* was sent to the bill's sponsors, State Reps. Cathy Connolly and Marty Halverson, for review.

This addendum to *Update 2018* includes comments from the bill's sponsors and how analysts from the Research & Planning (R&P) section of the Wyoming Department of Workforce Services addressed those comments.

Section I. State Rep. Cathy Connolly

Comments and Request for Clarity by Page Number.

18. While county does make a difference, I'm confused about mentioning the size (i.e. population) of the county in relation to the wage gap. Both the largest and smallest counties have wage gaps that are narrower than the average. Isn't it more likely that 'size' is spurious and that the industry/occupation mix of a county as discussed further in the report is the reason for the differential based on county? In addition the narrowest gap in Teton county and the largest gap in Lincoln are not mentioned in the narrative. **Action: Narrative was revised to include discussion on the counties with the narrowest (Teton) and widest (Lincoln) wage gaps.**

19. It would be extremely valuable to see the number of people employed in the "industry of employment" data on p.19 in order to understand the overall impact of the gaps based on industry. For example, if NAICS code 11 (ag and fisheries) has significantly fewer workers than NAICS code 62 (health care and social services), the narrower gap associated with NAICS Code 11 impacts fewer workers and adds to overall gap less significantly than code 62. [See next point.] **Action: Number of persons working by gender and industry were added to Table 2.2 on page 19.**

20. While I think the information in Figures 2.2 and 2.3 are extremely valuable, it took me a long time to figure out how to read them, plus the figures do not allow the ability to speak with precision about the data illustrated (for example, exactly how much does a construction worker make -- is it \$26, \$27, something in between?). Could this data simply be added to Table 2.2? **Action: Figures were revised to include the number of persons working and the average hourly wage in Figures 2.2 and 2.3. This change will hopefully make the figures easier to understand for the readers.**

21. The discussion on page 21 regarding age is making a supposition regarding women that there is no data to support. While the language does say "may" indicating an acknowledgment of that supposition; i.e. "When women begin to have children, they may leave their jobs...and as a result experience a decline in wages", there is no

comparable language used when discussing the supposition regarding men that has been dubbed the “fatherhood bonus.” I would request that if this type of language regarding suppositions regarding women’s choices is to remain in the report, then an additional sentence must be added regarding men such as: “When men begin to have children, they may experience an increase in wages due to the fatherhood bonus that rewards men for having families, regardless of other factors such as experience.” **Action: Changes in language were made, and any discussion on supposition of women leaving their jobs was removed.**

21. Ahhh...it is regrettable that our data doesn’t include degrees earned from other states!

22/23. These figures are a bit confusing as well. I’m wondering if there is a better way to illustrate the point that, in general, women need a significantly higher level of education in virtually every industry to earn similar wages to men. I am also curious about the relationship of this data to that on Table 2.2 which illustrates the gap without accounting for educational level. This is an interesting piece of data that could be disaggregated. **Note: R&P looked at adding data by industry without education but the figures became confusing and detracted from the point of the figures. More comprehensive data by industry, county, and education level are in the appendix materials.**

24. It’s clear we need more data on occupations.

29/30. In the discussion of ‘firm size’ I am curious if public sector employers are included as well? This section would be enhanced with more data indicating the number and size of firms in Wyoming, public/private/non-profit, and perhaps counties. **Note: All tables and figures discussed in Update 2018 include public and private ownership unless specifically stated.**

33. Do we have specific data on the ‘motherhood penalty’ and ‘fatherhood bonus’ for Wyoming parents? Also, given the limitations of the data availability, is the analysis skewed towards those working in the public sector? **Note: This type of analysis could be performed by creating household-level data using the family as a unit for analysis. However, this would take considerable time and may be addressed in future research.**

34. Was the analysis completed without excluding those over the 90th percentile, and those earning below \$7.25? At a bare minimum it would be valuable to know the N’s of each and the gender composition in those excluded categories. **Note: Restricting the range of wages was done to address quality issues with regards to the voluntary submission of hours worked in the quarter. For example, there were instances of certified nursing assistants making in excess of \$300 per hour and others making \$0.50 per hour.**

In general, this chapter focuses on the exceptions when women earn more than men.

Can we get a figure that shows us more specificity about the impact of the male-bonus on wages? **Note: See previous note on household-level data.**

38. We clearly need more occupational data as done in Alaska and Nebraska.

54. The data on quarters worked which indicates that women work quarters than men is an important (and for some perplexing) finding that needs to be further explored. The 'hours worked' data always interests me. I'm curious if there is a way to capture real hours worked (e.g. exempt v. non-exempt) as some jobs award overtime while many do not. In those jobs where overtime is paid, it's easier to capture the real hours worked v. those in salaried jobs. Is there a gender distinction between the two? **Note: As shown on slides 17-18 of the presentation given to the joint labor, health, and social service committee of the Wyoming Legislature in Casper on October 4 and available at http://doe.state.wy.us/LMI/WYWageGap2018/Gender_Wage_Presentation.ppt, R&P has disproportionately more occupation data for women than men. Likewise, it was explained during the presentation that most women were employed in educational services, health services, and leisure & hospitality, while men were concentrated in mining and construction. R&P had access to almost all of the occupational data for educational service and health services and almost none of the occupational data for mining and construction. It is likely that the quarters worked is a byproduct of unequal representation. R&P will conduct research on this issue in the future.**

Section II. State Rep. Marti Halverson

Has women's participation in the workforce increased or decreased over the years? Pages 13 and 32 have conflicting statements on this point. **Action: The conflicting language on page 32 was removed. In addition, R&P analysts compiled the following data on labor force participation in Wyoming to better address these questions.**

Addendum: Labor Force Participation of Men and Women in Wyoming

by Lisa Knapp, Senior Research Analyst, and Michael Moore, Editor

The U.S. Census Bureau's American Community Survey (ACS) publishes annual data on the number of persons in Wyoming, the number in the civilian labor force, and the number not in the civilian labor force. The *labor force* is defined as the total number of the civilian noninstitutionalized population age 16 or older who are employed or unemployed (jobless, looking for a job, and available for work). The percent of the population who participate in the labor force is referred to as the *labor force participation rate*.

Figures 1 through 3 were created using data presented in Tables 1 and 2 (see pages 8-11) based on ACS five-year estimates. As shown in Figure 1 (see page 6), the numbers of men and women in Wyoming's labor force increased each year from 2009 to 2016. In contrast, Figure 2 (see page 6) shows that the labor force participation rates for both men and women in Wyoming have declined since 2009; in particular, the labor force participation rate for men declined from 75.9% in 2009 to 72.6% in 2016.

In other words, although the number of individuals in the state's labor force

increased over the last eight years, those in the labor force represented a smaller proportion of the state's total population in 2016 than in 2009.

Figure 3 (see page 7) shows the labor force participation rates for men and women in Wyoming by age in 2016. Among individuals ages 16-19, women had a higher labor force participation rate (51.8%) than men (42.6%). This difference in younger workers was not unique to 2016; as shown in Tables 1 and 2, women ages 16-19 had a higher labor force participation rate than men during each year from 2009 to 2016. The labor force participation rate peaked at ages 35-44 for men (91.8%) and at ages 45-54 for women (80.1%).

Table 3 (see pages 12-13) shows the number of hours worked by men and women ages 16-64 in Wyoming from 2009 to 2016. Figure 4 (see page 7) illustrates the difference in men and women working 35 or more hours per week in Wyoming. On average from 2009 to 2016, 88.7% of men working in Wyoming worked 35 hours or more per week, compared to 69.1% of women working in Wyoming.

Conclusion

Although the total number of men and women working in Wyoming increased from 2009 to 2016, the labor force participation rates for both men and women decreased. In 2016, an estimated

72.6% of the state’s male population ages 16 and older participated in the labor force, compared to 61.4% of women.

In addition, women who work in Wyoming work fewer hours than men on average. In 2016, 86.0% of men working in Wyoming worked 35 hours or more per week on average, compared to 69.2% of women.

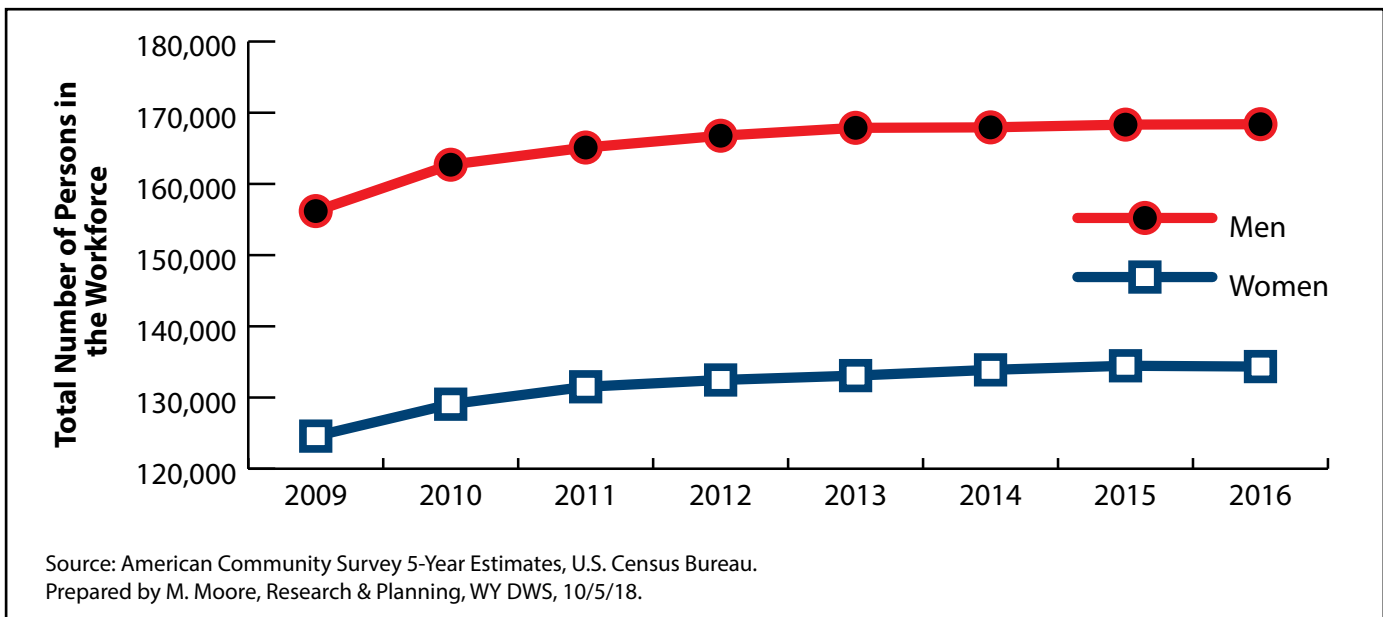


Figure 1: Total Number of Persons in Wyoming’s Workforce by Gender, 2009-2016

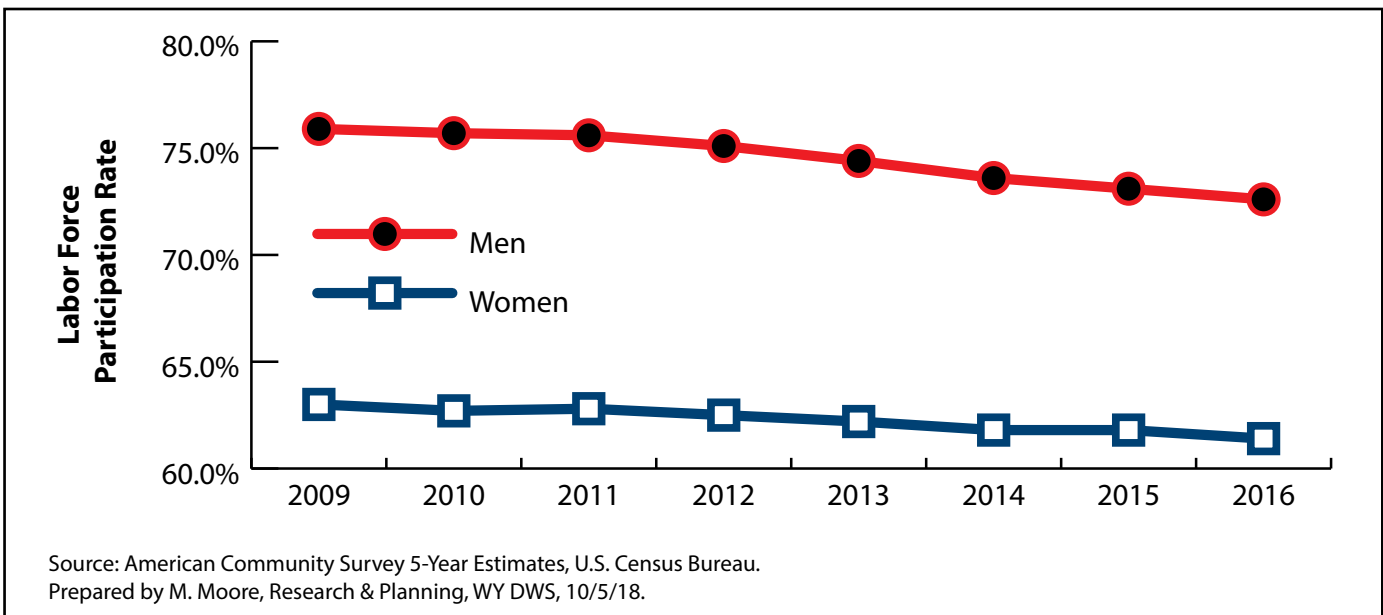


Figure 2: Wyoming Labor Force Participation Rate by Gender, 2009-2016

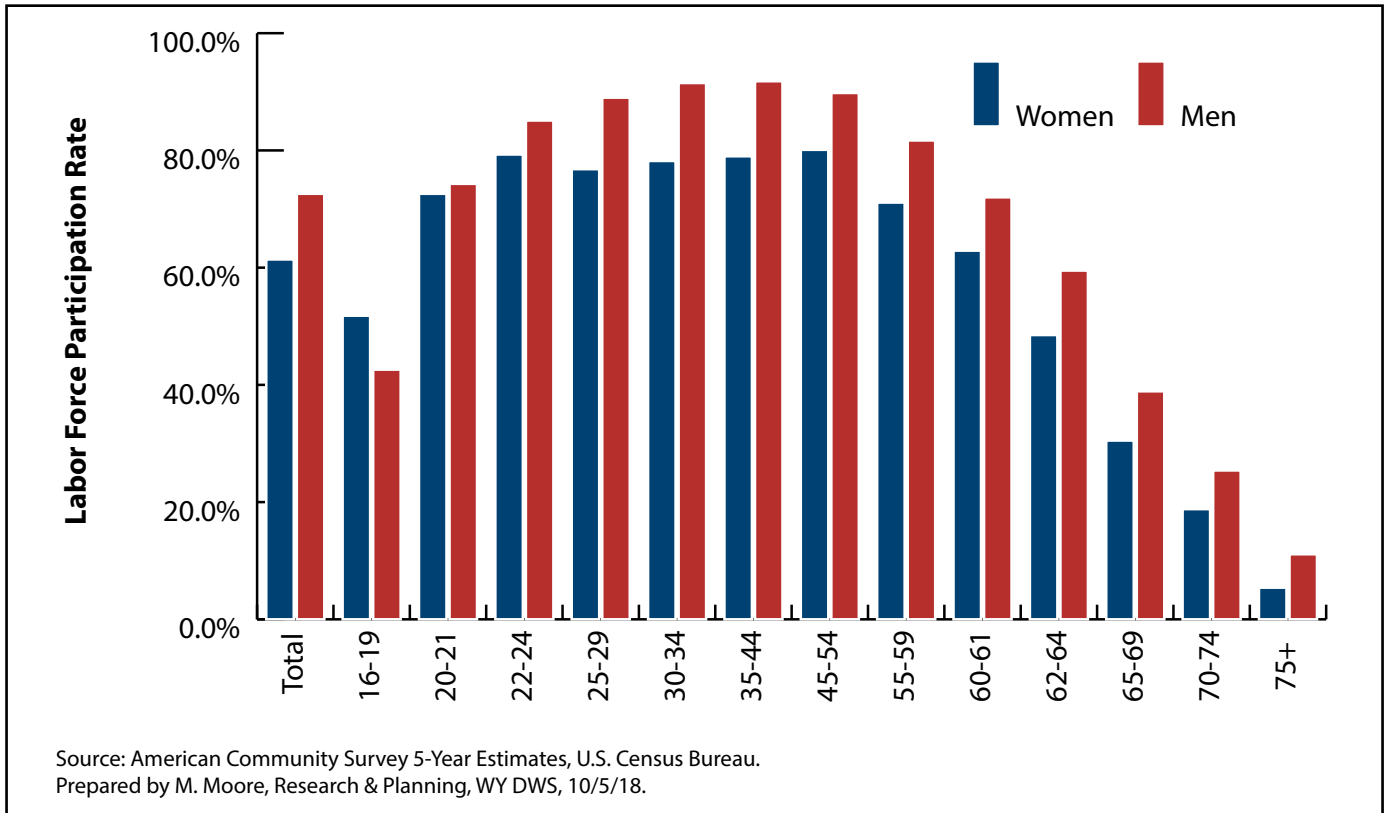


Figure 3: Labor Force Participation Rate for Wyoming by Gender, 2009-2016

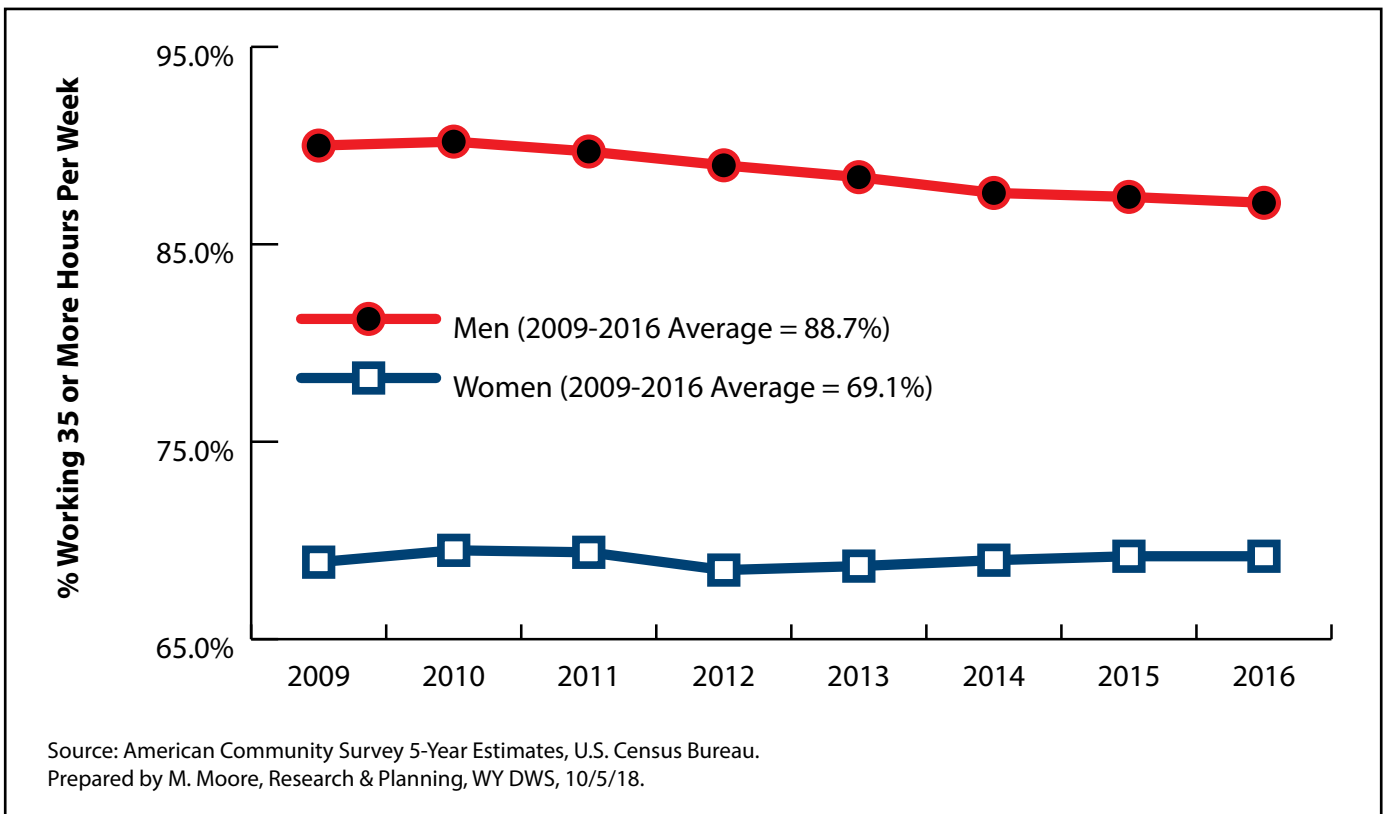


Figure 4: Percent of Persons Working 35 or More Hours Per Week in Wyoming by Gender, 2009-2016

Table 1: Participation of Women in Wyoming's Labor Force, Ages 16 and Older, 2009-2016 (continued on page 9)

	2009		2010		2011		2012	
	N	%	N	%	N	%	N	%
Total Women	197,646		205,679		209,317		212,073	
Civilian Labor Force	124,580	63.0	129,063	62.7	131,509	62.8	132,464	62.5
Not in Labor Force	73,066	37.0	76,616	37.3	77,808	37.2	79,609	37.5
16 to 19 years	14,624		14,713		14,716		14,354	
Civilian Labor Force	8,146	55.7	7,694	52.3	7,504	51.0	7,163	49.9
Not in Labor Force	6,478	44.3	7,019	47.7	7,212	49.0	7,191	50.1
20 and 21 years	8,153		7,832		7,577		7,533	
Civilian Labor Force	5,977	73.3	5,552	70.9	5,187	68.5	5,152	68.4
Not in Labor Force	2,176	26.7	2,280	29.1	2,390	31.5	2,381	31.6
22 to 24 years	11,242		11,140		11,330		11,480	
Civilian Labor Force	8,648	76.9	8,461	76.0	8,397	74.1	8,471	73.8
Not in Labor Force	2,594	23.1	2,679	24.0	2,933	25.9	3,009	26.2
25 to 29 years	17,566		18,429		19,098		19,415	
Civilian Labor Force	13,627	77.6	14,022	76.1	14,689	76.9	14,878	76.6
Not in Labor Force	3,939	22.4	4,407	23.9	4,409	23.1	4,537	23.4
30 to 34 years	14,741		16,113		16,841		17,216	
Civilian Labor Force	10,941	74.2	11,940	74.1	12,775	75.9	12,940	75.2
Not in Labor Force	3,800	25.8	4,173	25.9	4,066	24.1	4,276	24.8
35 to 44 years	31,580		32,010		32,021		32,299	
Civilian Labor Force	26,024	82.4	26,116	81.6	25,987	81.2	25,858	80.1
Not in Labor Force	5,556	17.6	5,894	18.4	6,034	18.8	6,441	19.9
45 to 54 years	40,731		42,154		41,632		41,208	
Civilian Labor Force	32,458	79.7	33,834	80.3	33,317	80.0	33,076	80.3
Not in Labor Force	8,273	20.3	8,320	19.7	8,315	20.0	8,132	19.7
55 to 59 years	16,963		18,701		19,662		20,368	
Civilian Labor Force	11,929	70.3	13,328	71.3	14,269	72.6	14,679	72.1
Not in Labor Force	5,034	29.7	5,373	28.7	5,393	27.4	5,689	27.9
60 and 61 years	6,067		6,579		6,521		6,956	
Civilian Labor Force	3,779	62.3	3,984	60.6	4,123	63.2	4,593	66.0
Not in Labor Force	2,288	37.7	2,595	39.4	2,398	36.8	2,363	34.0
62 to 64 years	7,028		7,847		8,366		8,617	
Civilian Labor Force	3,710	52.8	4,269	54.4	4,709	56.3	4,648	53.9
Not in Labor Force	3,318	47.2	3,578	45.6	3,657	43.7	3,969	46.1
65 to 69 years	9,883		10,516		11,004		11,576	
Civilian Labor Force	2,766	28.0	2,901	27.6	3,255	29.6	3,598	31.1
Not in Labor Force	7,117	72.0	7,615	72.4	7,749	70.4	7,978	68.9
70 to 74 years	7,508		7,957		8,301		8,713	
Civilian Labor Force	1,526	20.3	1,575	19.8	1,582	19.1	1,685	19.3
Not in Labor Force	5,982	79.7	6,382	80.2	6,719	80.9	7,028	80.7
75 years and over	17,537		17,240		17,435		17,490	
Civilian Labor Force	1,026	5.9	939	5.4	902	5.2	875	5.0
Not in Labor Force	16,511	94.1	16,301	94.6	16,533	94.8	16,615	95.0
Total	413,133		429,389		436,090		442,182	

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.
Prepared by L. Knapp, Research & Planning, WY DWS, 10/2/18.

Table 1: Participation of Women in Wyoming's Labor Force, Ages 16 and Older, 2009-2016 (continued from page 8)

	2013		2014		2015		2016		% Change, 2009-2016
	N	%	N	%	N	%	N	%	
Total Women	214,041		216,608		217,737		218,793		10.7
Civilian Labor Force	133,079	62.2	133,886	61.8	134,460	61.8	134,348	61.4	7.8
Not in Labor Force	80,962	37.8	82,722	38.2	83,277	38.2	84,445	38.6	15.6
16 to 19 years	14,359		14,271		13,896		14,016		-4.2
Civilian Labor Force	7,179	50.0	6,922	48.5	7,010	50.4	7,264	51.8	-10.8
Not in Labor Force	7,180	50.0	7,349	51.5	6,886	49.6	6,752	48.2	4.2
20 and 21 years	7,992		8,133		8,506		8,237		1.0
Civilian Labor Force	5,626	70.4	5,672	69.7	6,162	72.4	5,979	72.6	0.0
Not in Labor Force	2,366	29.6	2,461	30.3	2,344	27.6	2,258	27.4	3.8
22 to 24 years	11,334		11,400		11,243		11,191		-0.5
Civilian Labor Force	8,541	75.4	8,691	76.2	8,663	77.1	8,876	79.3	2.6
Not in Labor Force	2,793	24.6	2,709	23.8	2,580	22.9	2,315	20.7	-10.8
25 to 29 years	19,500		19,262		19,303		19,349		10.2
Civilian Labor Force	15,068	77.3	14,914	77.4	14,788	76.6	14,862	76.8	9.1
Not in Labor Force	4,432	22.7	4,348	22.6	4,515	23.4	4,487	23.2	13.9
30 to 34 years	17,992		18,859		19,408		19,655		33.3
Civilian Labor Force	13,504	75.1	14,368	76.2	14,958	77.1	15,375	78.2	40.5
Not in Labor Force	4,488	24.9	4,491	23.8	4,450	22.9	4,280	21.8	12.6
35 to 44 years	32,704		33,146		33,332		33,951		7.5
Civilian Labor Force	25,936	79.3	25,965	78.3	26,204	78.6	26,811	79.0	3.0
Not in Labor Force	6,768	20.7	7,181	21.7	7,128	21.4	7,140	21.0	28.5
45 to 54 years	39,866		38,862		37,614		36,113		-11.3
Civilian Labor Force	32,012	80.3	31,357	80.7	30,420	80.9	28,918	80.1	-10.9
Not in Labor Force	7,854	19.7	7,505	19.3	7,194	19.1	7,195	19.9	-13.0
55 to 59 years	20,777		20,838		21,000		20,679		21.9
Civilian Labor Force	14,893	71.7	15,098	72.5	15,112	72.0	14,706	71.1	23.3
Not in Labor Force	5,884	28.3	5,740	27.5	5,888	28.0	5,973	28.9	18.7
60 and 61 years	6,938		7,360		7,795		8,208		35.3
Civilian Labor Force	4,563	65.8	4,699	63.8	5,034	64.6	5,163	62.9	36.6
Not in Labor Force	2,375	34.2	2,661	36.2	2,761	35.4	3,045	37.1	33.1
62 to 64 years	9,564		10,101		10,497		10,878		54.8
Civilian Labor Force	5,115	53.5	5,204	51.5	5,237	49.9	5,280	48.5	42.3
Not in Labor Force	4,449	46.5	4,897	48.5	5,260	50.1	5,598	51.5	68.7
65 to 69 years	12,063		12,609		13,130		13,600		37.6
Civilian Labor Force	3,770	31.3	4,063	32.2	4,206	32.0	4,149	30.5	50.0
Not in Labor Force	8,293	68.7	8,546	67.8	8,924	68.0	9,451	69.5	32.8
70 to 74 years	8,771		9,337		9,880		10,341		37.7
Civilian Labor Force	1,538	17.5	1,701	18.2	1,856	18.8	1,949	18.8	27.7
Not in Labor Force	7,233	82.5	7,636	81.8	8,024	81.2	8,392	81.2	40.3
75 years and over	17,807		18,102		18,295		18,554		5.8
Civilian Labor Force	960	5.4	904	5.0	972	5.3	995	5.4	-3.0
Not in Labor Force	16,847	94.6	17,198	95.0	17,323	94.7	17,559	94.6	6.3
Total	448,295		453,096		456,640		459,198		11.2

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.

Prepared by L. Knapp, Research & Planning, WY DWS, 10/2/18.

Table 2: Participation of Men in Wyoming's Labor Force, Ages 16 and Older, 2009-2016 (continued on page 11)

	2009		2010		2011		2012	
	N	%	N	%	N	%	N	%
Total Men	205,751		214,830		218,471		222,017	
Civilian Labor Force	156,186	75.9	162,697	75.7	165,111	75.6	166,768	75.1
Not in Labor Force	49,565	24.1	52,133	24.3	53,360	24.4	55,249	24.9
16 to 19 years	16,222		16,168		15,818		16,097	
Civilian Labor Force	9,179	56.6	8,854	54.8	8,254	52.2	8,203	51.0
Not in Labor Force	7,043	43.4	7,314	45.2	7,564	47.8	7,894	49.0
20 and 21 years	8,385		7,960		8,270		8,251	
Civilian Labor Force	6,491	77.4	6,194	77.8	6,350	76.8	6,456	78.2
Not in Labor Force	1,894	22.6	1,766	22.2	1,920	23.2	1,795	21.8
22 to 24 years	13,086		12,192		12,274		12,140	
Civilian Labor Force	11,175	85.4	10,427	85.5	10,540	85.9	10,272	84.6
Not in Labor Force	1,911	14.6	1,765	14.5	1,734	14.1	1,868	15.4
25 to 29 years	18,799		19,471		19,955		20,473	
Civilian Labor Force	17,345	92.3	17,879	91.8	18,369	92.1	18,693	91.3
Not in Labor Force	1,454	8.4	1,592	8.9	1,586	8.6	1,780	9.5
30 to 34 years	15,207		16,743		17,598		18,609	
Civilian Labor Force	14,324	94.2	15,699	93.8	16,394	93.2	17,264	92.8
Not in Labor Force	883	5.8	1,044	6.2	1,204	6.8	1,345	7.2
35 to 44 years	32,347		33,906		34,211		34,835	
Civilian Labor Force	29,808	92.2	31,261	92.2	31,644	92.5	32,218	92.5
Not in Labor Force	2,539	7.8	2,645	7.8	2,567	7.5	2,617	7.5
45 to 54 years	41,045		42,872		42,255		41,267	
Civilian Labor Force	37,308	90.9	38,883	90.7	38,264	90.6	37,281	90.3
Not in Labor Force	3,737	9.1	3,989	9.3	3,991	9.4	3,986	9.7
55 to 59 years	18,261		19,592		20,783		21,483	
Civilian Labor Force	15,206	83.3	16,511	84.3	17,349	83.5	17,910	83.4
Not in Labor Force	3,055	16.7	3,081	15.7	3,434	16.5	3,573	16.6
60 and 61 years	5,966		6,831		7,194		7,386	
Civilian Labor Force	4,113	68.9	4,777	69.9	5,191	72.2	5,344	72.4
Not in Labor Force	1,853	31.1	2,054	30.1	2,003	27.8	2,042	27.6
62 to 64 years	7,757		8,436		8,585		8,883	
Civilian Labor Force	4,359	56.2	4,800	56.9	4,989	58.1	5,212	58.7
Not in Labor Force	3,398	43.8	3,636	43.1	3,596	41.9	3,671	41.3
65 to 69 years	9,504		10,638		10,886		11,536	
Civilian Labor Force	3,836	40.4	4,291	40.3	4,467	41.0	4,506	39.1
Not in Labor Force	5,668	59.6	6,347	59.7	6,419	59.0	7,030	60.9
70 to 74 years	7,061		7,588		7,872		7,988	
Civilian Labor Force	1,744	24.7	1,888	24.9	1,916	24.3	1,939	24.3
Not in Labor Force	5,317	75.3	5,700	75.1	5,956	75.7	6,049	75.7
75 years and over	12,111		12,433		12,770		13,069	
Civilian Labor Force	1,298	10.7	1,233	9.9	1,384	10.8	1,470	11.2
Not in Labor Force	10,813	89.3	11,200	90.1	11,386	89.2	11,599	88.8
Total	413,133		429,389		436,090		442,182	

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.
 Prepared by L. Knapp, Research & Planning, WY DWS, 10/2/18.

Table 2: Participation of Men in Wyoming's Labor Force, Ages 16 and Older, 2009-2016 (continued from page 10)

	2013		2014		2015		2016		% Change, 2009- 2016
	N	%	N	%	N	%	N	%	
Total Men	225,692		228,300		230,321		232,038		12.8
Civilian Labor Force	167,878	74.4	167,944	73.6	168,329	73.1	168,389	72.6	7.8
Not in Labor Force	57,814	25.6	60,356	26.4	61,992	26.9	63,649	27.4	28.4
16 to 19 years	16,216		15,843		15,729		15,768		-2.8
Civilian Labor Force	8,092	49.9	7,164	45.2	6,986	44.4	6,716	42.6	-26.8
Not in Labor Force	8,124	50.1	8,679	54.8	8,743	55.6	9,052	57.4	28.5
20 and 21 years	8,328		8,910		9,551		9,536		13.7
Civilian Labor Force	6,381	76.6	6,683	75.0	7,041	73.7	7,084	74.3	9.1
Not in Labor Force	1,947	23.4	2,227	25.0	2,510	26.3	2,452	25.7	29.5
22 to 24 years	12,258		12,338		12,472		12,419		-5.1
Civilian Labor Force	10,214	83.3	10,348	83.9	10,426	83.6	10,570	85.1	-5.4
Not in Labor Force	2,044	16.7	1,990	16.1	2,046	16.4	1,849	14.9	-3.2
25 to 29 years	20,796		21,085		20,848		20,655		9.9
Civilian Labor Force	18,841	90.6	19,030	90.3	18,658	89.5	18,387	89.0	6.0
Not in Labor Force	1,955	10.4	2,055	10.8	2,190	11.7	2,268	12.3	56.0
30 to 34 years	19,565		20,518		20,718		21,042		38.4
Civilian Labor Force	17,914	91.6	18,627	90.8	18,897	91.2	19,251	91.5	34.4
Not in Labor Force	1,651	8.4	1,891	9.2	1,821	8.8	1,791	8.5	102.8
35 to 44 years	35,396		35,386		35,868		36,426		12.6
Civilian Labor Force	32,699	92.4	32,546	92.0	33,100	92.3	33,452	91.8	12.2
Not in Labor Force	2,697	7.6	2,840	8.0	2,768	7.7	2,974	8.2	17.1
45 to 54 years	40,401		39,062		37,869		37,115		-9.6
Civilian Labor Force	36,350	90.0	35,070	89.8	33,902	89.5	33,313	89.8	-10.7
Not in Labor Force	4,051	10.0	3,992	10.2	3,967	10.5	3,802	10.2	1.7
55 to 59 years	21,939		21,907		21,523		20,673		13.2
Civilian Labor Force	18,188	82.9	18,143	82.8	17,662	82.1	16,896	81.7	11.1
Not in Labor Force	3,751	17.1	3,764	17.2	3,861	17.9	3,777	18.3	23.6
60 and 61 years	7,580		7,755		8,199		8,588		43.9
Civilian Labor Force	5,408	71.3	5,641	72.7	6,015	73.4	6,187	72.0	50.4
Not in Labor Force	2,172	28.7	2,114	27.3	2,184	26.6	2,401	28.0	29.6
62 to 64 years	9,453		10,321		10,849		11,604		49.6
Civilian Labor Force	5,632	59.6	6,146	59.5	6,540	60.3	6,907	59.5	58.5
Not in Labor Force	3,821	40.4	4,175	40.5	4,309	39.7	4,697	40.5	38.2
65 to 69 years	12,346		13,117		13,999		14,606		53.7
Civilian Labor Force	4,641	37.6	4,998	38.1	5,480	39.1	5,676	38.9	48.0
Not in Labor Force	7,705	62.4	8,119	61.9	8,519	60.9	8,930	61.1	57.6
70 to 74 years	8,127		8,367		8,710		9,304		31.8
Civilian Labor Force	1,954	24.0	2,035	24.3	2,006	23.0	2,359	25.4	35.3
Not in Labor Force	6,173	76.0	6,332	75.7	6,704	77.0	6,945	74.6	30.6
75 years and over	13,287		13,691		13,986		14,302		18.1
Civilian Labor Force	1,564	11.8	1,513	11.1	1,616	11.6	1,591	11.1	22.6
Not in Labor Force	11,723	88.2	12,178	88.9	12,370	88.4	12,711	88.9	17.6
Total	448,295		453,096		456,640		459,198		11.2

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.

Prepared by L. Knapp, Research & Planning, WY DWS, 10/2/18.

Table 3: Usual Hours Worked in the Past 12 Months for Men and Women Ages 16-64 In Wyoming, 2009-2016
(continued on page 13)

	2009		2010		2011		2012	
	N	%	N	%	N	%	N	%
Total Men	180,169	51.5	186,954	51.5	189,504	51.5	191,835	51.6
Worked in the past 12 months	163,079	90.5	168,612	90.2	169,908	89.7	170,803	89.0
Usually worked 35 or more hours per week	141,875	87.0	146,690	87.0	148,131	87.2	147,765	86.5
Usually worked 15 to 34 hours per week	16,894	10.4	17,774	10.5	17,747	10.4	18,643	10.9
Usually worked 1 to 14 hours per week	4,310	2.6	4,148	2.5	4,030	2.4	4,395	2.6
Did not work in the past 12 months	17,090	9.5	18,342	9.8	19,596	10.3	21,032	11.0
Total Women	169,360	48.5	176,063	48.5	178,318	48.5	179,975	48.4
Worked in the past 12 months	138,697	81.9	142,646	81.0	143,935	80.7	143,832	79.9
Usually worked 35 or more hours per week	95,539	68.9	99,144	69.5	99,821	69.4	98,565	68.5
Usually worked 15 to 34 hours per week	34,421	24.8	34,185	24.0	34,430	23.9	35,478	24.7
Usually worked 1 to 14 hours per week	8,737	6.3	9,317	6.5	9,684	6.7	9,789	6.8
Did not work in the past 12 months	30,663	18.1	33,417	19.0	34,383	19.3	36,143	20.1
Total	349,529		363,017		367,822		371,810	

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.
Prepared by L. Knapp, Research & Planning, WY DWS, 10/2/18.

Table 3: Usual Hours Worked in the Past 12 Months for Men and Women Ages 16-64 In Wyoming, 2009-2016
(continued from page 12)

	2013		2014		2015		2016		% Change, 2009-2016
	N	%	N	%	N	%	N	%	
Total Men	194,340	51.7	195,213	51.7	195,540	51.6	195,740	51.7	8.6
Worked in the past 12 months	171,715	88.4	171,073	87.6	170,933	87.4	170,477	87.1	4.5
Usually worked 35 or more hours per week	147,913	86.1	147,946	86.5	148,583	86.9	146,575	86.0	3.3
Usually worked 15 to 34 hours per week	19,360	11.3	18,917	11.1	17,951	10.5	19,200	11.3	13.6
Usually worked 1 to 14 hours per week	4,442	2.6	4,210	2.5	4,399	2.6	4,702	2.8	9.1
Did not work in the past 12 months	22,625	11.6	24,140	12.4	24,607	12.6	25,263	12.9	47.8
Total Women	181,554	48.3	182,660	48.3	183,100	48.4	182,751	48.3	7.9
Worked in the past 12 months	143,967	79.3	144,451	79.1	144,632	79.0	143,393	78.5	3.4
Usually worked 35 or more hours per week	98,950	68.7	99,732	69.0	100,023	69.2	99,286	69.2	3.9
Usually worked 15 to 34 hours per week	35,097	24.4	34,776	24.1	34,810	24.1	34,143	23.8	-0.8
Usually worked 1 to 14 hours per week	9,920	6.9	9,943	6.9	9,799	6.8	9,964	6.9	14.0
Did not work in the past 12 months	37,587	20.7	38,209	20.9	38,468	21.0	39,358	21.5	28.4
Total	375,894		377,873		378,640		378,491		8.3

Source: American Community Survey 5-Year Estimates, U.S. Census Bureau.

Prepared by L. Knapp, Research & Planning, WY DWS, 10/2/18.

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