

The Status of Women in Hawai‘i

Earnings and Gender Gaps

In 2022, women earned lower wages than men of the same race and ethnicity. Earnings disparities were particularly pronounced among *all* workers, meaning both full- and part-time workers (Tables 1 and 2):

- Among all workers, women made only 76.0% of men’s earnings in 2022 (Table 1). This translates into a gender wage gap of 24.0%.
- Among full-time, year-round (FTYR) workers, women made 83.0% of men’s earnings (Table 2). This translates into a gender wage gap of 17.0%.
- The gender wage gap among all workers was larger than it was among FTYR workers because women tend to be employed on a part-time basis more often than men.
- The earnings disparity was largest among Black or African American women and men, with earnings ratios of just 54.1% among all workers (Table 1) and 62.2% among FTYR workers (Table 2).

Table 1: Median earnings in the past 12 months (inflation adjusted) for the population 16 years and over in Hawai‘i.

	All		
	Women	Men	Earnings Ratio
All	\$39,087	\$51,447	76.0%
White Alone	\$44,572	\$54,124	82.4%
Black or African American Alone	\$31,824	\$58,778	54.1%
American Indian and Alaska Native Alone	\$53,614	\$56,592	94.7%
Asian Alone	\$41,620	\$51,312	81.1%
Native Hawaiian and Other Pacific Islander Alone	\$30,940	\$40,986	75.5%
Some Other Race Alone	\$26,045	\$41,199	63.2%
Two or More Races	\$36,744	\$52,740	69.7%
White Alone, Not Hispanic or Latino	\$46,003	\$54,448	84.5%
Hispanic or Latino	\$34,540	\$43,306	79.8%

Source: American Community Survey 1-year estimates for 2022



Table 2: Median earnings in the past 12 months (inflation adjusted) for the population 16 years and over working full-time, year-round in Hawai'i.

	FTYR		
	Women	Men	Earnings Ratio
All	\$52,164	\$62,824	83.0%
White Alone	\$64,268	\$68,665	93.6%
Black or African American Alone	\$41,911	\$67,400	62.2%
American Indian and Alaska Native Alone	\$67,886	\$56,228	120.7%
Asian Alone	\$51,555	\$61,899	83.3%
Native Hawaiian and Other Pacific Islander Alone	\$41,745	\$51,662	80.8%
Some Other Race Alone	\$36,131	\$49,625	72.8%
Two or More Races	\$50,400	\$65,114	77.4%
White Alone, Not Hispanic or Latino	\$65,120	\$70,859	91.9%
Hispanic or Latino	\$46,042	\$60,301	76.4%

Source: American Community Survey 1-year estimates for 2022

Labor Force Participation

In Hawai'i, more men than women were in the labor force in 2022.

- Across all races and ethnicities, women exhibited lower labor force participation rates than men.
- At 77.6%, Asian women had the highest labor force participation rate among women.
- At 60.7%, American Indian and Alaska Native women had the lowest labor force participation rate among women.

Table 3: Labor force participation for the population 16 to 64 years by sex and race/ethnicity in Hawai'i

	Female			Male		
	Total	In Labor Force	% in Labor Force	Total	In Labor Force	% in Labor Force
White Alone	88,896	63,057	70.9%	112,327	93,328	83.1%
Black or African American Alone	7,741	5,111	66.0%	13,354	12,003	89.9%



American Indian and Alaska Native Alone	1,646	998	60.6%	1,527	1,096	71.8%
Asian Alone	160,158	124,276	77.6%	141,971	117,456	82.7%
Native Hawaiian and Other Pacific Islander Alone	42,815	28,739	67.1%	47,519	34,836	73.3%
Some Other Race Alone	8,618	6,381	74.0%	10,552	8,769	83.1%
Two or More Races	116,810	87,306	74.7%	127,172	99,239	78.0%
White Alone, Not Hispanic or Latino	82,514	58,580	71.0%	103,933	86,318	83.1%
Hispanic or Latino	46,030	32,937	71.6%	50,361	40,222	79.9%

Source: American Community Survey 1-year estimates for 2022

Gender Gaps across Occupational

Women's earnings were lower than men's across all occupations and among all workers and FTYR workers in Hawai'i (Tables 4 and 5).

- The earnings disparity was largest among 'service occupations', with gender earnings ratios of 61.6% (Table 4) among all workers and 75.2% among FTYR workers (Table 5). This translates to gender wage gaps of 38.4% and 24.8% respectively.
- Women's share was largest in 'management, business, science, and arts occupations' and 'sales and office occupations', with 54.2% and 67.3% among all workers (Table 4) and 52.3% and 66.7% among FYTR workers (Table 5).
- Men's share was largest among 'natural resources, construction, and maintenance occupations' and 'production, transportation, and material moving occupations', with 94.3% and 75.4% among all workers (Table 4) and 93.8% and 81.5% among FTYR workers (Table 5).



Table 4: Occupation and median earnings (inflation adjusted) in the past 12 months for the civilian employed population 16 years and over in Hawai'i

	Female Employed	% Female Employed	Female Earnings	Male Employed	% Male Employed	Male Earnings	Earnings Ratio
Full-Time, Year-Round Civilian Employed Population 16 Years and Over	329,248	48.8%	\$41,111	345,284	51.2%	\$53,298	77.1%
Management, Business, Science, and Arts Occupations	145,105	54.2%	\$61,579	122,579	45.8%	\$78,052	78.9%
Service Occupations	71,197	48.8%	\$25,054	74,728	51.2%	\$40,665	61.6%
Sales and Office Occupations	94,855	67.3%	\$35,156	46,030	32.7%	\$44,949	78.2%
Natural Resources, Construction, and Maintenance Occupations	3,423	5.7%	\$46,267	57,020	94.3%	\$53,390	86.7%
Production, Transportation, and Material Moving Occupations	14,668	24.6%	\$29,415	44,927	75.4%	\$41,139	71.5%

Source: American Community Survey 1-year estimates for 2022



Table 5: Occupation and median earnings (inflation adjusted) in the past 12 months for the full-time, year-round civilian employed population 16 years and over in Hawai'i

	Female Employed	% Female Employed	Female Earnings	Male Employed	% Male Employed	Male Earnings	Earnings Ratio
Full-Time, Year-Round Civilian Employed Population 16 Years and Over	218,871	46.0%	\$52,329	256,738	54.0%	\$63,639	82.2%
Management, Business, Science, and Arts Occupations	108,117	52.3%	\$71,039	98,614	47.7%	\$87,434	81.2%
Service Occupations	36,317	41.6%	\$36,883	51,015	58.4%	\$49,054	75.2%
Sales and Office Occupations	64,385	66.7%	\$42,780	32,200	33.3%	\$56,679	75.5%
Natural Resources, Construction, and Maintenance Occupations	2,848	6.2%	\$47,171	43,256	93.8%	\$60,351	78.2%
Production, Transportation, and Material Moving Occupations	7,204	18.5%	\$38,566	31,653	81.5%	\$49,805	77.4%

Source: American Community Survey 1-year estimates for 2022



Poverty Status

Poverty status differed by sex and race/ethnicity in Hawai'i in 2022 (Table 6).

- In 2022, more women than men lived below the poverty line, 53.3% and 46.7% respectively.
- American Indian and Alaska Native women were particularly prone to live in poverty (a female share of 61.5%).

Table 6: Poverty status in the past 12 months by sex and race/ethnicity in Hawai'i in 2022

	Live Below Poverty Line		
	Female	Male	Female Share
All	75,926	66,452	53.3%
White Alone	15,323	14,161	52.0%
Black or African American Alone	809	1,487	35.2%
American Indian and Alaska Native Alone	496	311	61.5%
Asian Alone	19,355	15,673	55.3%
Native Hawaiian and Other Pacific Islander Alone	14,015	12,906	52.1%
Some Other Race Alone	966	975	49.8%
Two or More Races	23,303	21,121	52.5%
White Alone, Not Hispanic or Latino	14,790	13,554	52.2%
Hispanic or Latino	9,325	8,286	52.9%

Source: American Community Survey 1-year estimates for 2022

Poverty Status of Families

Poverty status differed by family type and race/ethnicity in Hawai'i in 2022 (Table 7):

- Married-couple families were least likely and female-headed households without spouses present were most likely to live below the poverty line across all races and ethnicities.
- Native Hawaiian or Pacific Islander households were particularly prone to live in poverty, especially those that were female-headed and had no spouse present (27.6%).



Table 7: Poverty status in the past 12 months of families in Hawai'i in 2022

	All Families		Married-Couple Families		Female Householder, no Spouse Present		
	Total	% below poverty level	Total	% below poverty level	Total	% below poverty level	
Families with a Householder who is	White Alone	82,653	4.7%	69,405	2.9%	9,020	13.0%
	Black or African American Alone	N	N	N	N	N	N
	American Indian and Alaska Native Alone	N	N	N	N	N	N
	Asian Alone	131,961	4.6%	94,381	3.7%	27,887	7.7%
	Native Hawaiian and Other Pacific Islander Alone	29,591	16.2%	17,189	9.8%	9,766	27.6%
	Some Other Race Alone	5,272	5.0%	3,817	5.0%	922	8.0%
	Two or More Races	77,530	8.3%	50,112	3.4%	18,733	19.0%
	White Alone, Not Hispanic or Latino	77,897	4.7%	66,194	2.9%	8,135	14.4%
	Hispanic or Latino	28,136	8.5%	17,644	4.2%	7,515	12.8%

Source: American Community Survey 1-year estimates for 2022

Costs of Childcare

According to calculations from ChildCare Aware, center-based childcare costs were higher than family-based childcare costs in Hawai'i in 2022 (Table 8).

- The average annual costs of center-based childcare were highest for infants at \$20,647, followed by \$17,432 for toddlers, and \$13,640 for 4-year-olds.
- The average annual costs of family childcare of around \$10,000 were approximately the same for infants, toddler, and 4-year-olds



Table 8: Average annual price of full-time childcare in Hawai'i in 2022

	Center-Based	Family-Based
Infant	\$20,647	\$10,369
Toddler	\$17,432	\$10,124
4-year-old	\$13,640	\$10,001

Source: ChildCare Aware, Price of Care: 2022 Child Care Affordability Analysis

Hawai'i's childcare costs were amongst one of the highest in the United States in 2022 (Table 9). Costs of *center-based* childcare were particularly high.

- Hawai'i had the second highest costs of center-based infant and toddler care and the fourth highest costs for center-based 4-year-old care in the United States.
- Though the annual prices of family-based childcare were lower than of center-based childcare, Hawai'i was among the sixteen least affordable states in 2022.

Table 9: Ranking of Hawai'i's average annual price of full-time childcare among all 50 states and the District of Columbia, 2022

Type of childcare	Rank	Costs
Ranking of Least Affordable Center-Based Infant Care	2	\$20,647
Ranking of Least Affordable Family Child Care (FCC) for Infants	16	\$10,369
Ranking of Least Affordable Center-Based Toddler Care	2	\$17,432
Ranking of Least Affordable Family Child Care (FCC) for Toddlers	14	\$10,124
Ranking of Least-Affordable Center-Based Care for a 4-Year-Old	4	\$13,640
Ranking of Least-Affordable Family Child Care (FCC) for a 4-Year-Old	11	\$10,001

Source: ChildCare Aware, Price of Care: 2022 Child Care Affordability Analysis



Mental Health

Table 10 shows the percentage of women ages 18 and older reporting fair or poor mental health status and the average number of poor mental health days reported in the past 30 days:

- On average, 15% of women ages 18 and older reported fair or poor overall health status in the last thirty days.
- On average, women had 4 poor mental health days within the last 30 days.

Table 10: Women ages 18 and older reporting fair or poor health status and average number of poor mental health days reported in the last 30 days among all women, by race and ethnicity, Hawai'i, 2022

	Percent Reporting Fair/Poor Health Status	Avg. Number of Poor Mental Health Days Reported
All Women	15%	4
White	13%	4
Black or African American	N	N
Hispanic	19%	6.9
Asian, American Indian, and Alaska Native	15%	3.1
Native Hawaiian and Other Pacific Islander	N	N
Other	16%	4.8

Source: CDC's 2022 Behavioral Risk Factor Surveillance System



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Notes

This Gender Point report was created by Hannah Gartner, Research Associate, with the help of Afet Dundar, Senior Research Director, and Cristy Mendoza, Research Assistant, at IWPR.

Caution is advised when interpreting the data from the 1-year estimates of the American Community Survey and CDC's Behavioral Risk Factor Surveillance System due to small sample sizes.



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