
These highlights from *Maryland Women: A Status Report* indicate that women are breaking the glass ceiling in some areas. The highest-ranking judge in the state is a woman, as is the State Superintendent of Schools and in 2019, the Maryland House of Delegates elected the first woman, and first African American, ever to serve as Speaker of the House.

However, significant disparities remain, particularly related to work and earnings. The findings that follow highlight some of these areas. For the full report, go to https://dhs.maryland.gov/maryland-commission-women/

### WORK AND THE ECONOMY

- 49% of Maryland’s workforce is female
- 60% of minimum wage workers are women
- Women’s average earnings are less than men’s at every education level.

**Serious wage gaps exist, particularly for women of color.**

To equal the average lifetime earnings of white men by age 60, women would need to work until:

<table>
<thead>
<tr>
<th>Race</th>
<th>Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>68</td>
</tr>
<tr>
<td>White</td>
<td>71</td>
</tr>
<tr>
<td>Black</td>
<td>79</td>
</tr>
<tr>
<td>Hispanic</td>
<td>108</td>
</tr>
</tbody>
</table>

### CHILDCARE AND POVERTY

- Of mothers employed outside the home in Maryland:
  - 29.5% are not married
  - 20% are not married with children under age 6

- Percent of families with children under 18 in poverty:
  - 4% of married couple families
  - 12% of single male-headed households
  - 23% of single female-headed households

**Average childcare costs as a percentage of average wages of different professions:**

- Registered nurses: 23%
- Elementary & middle school teachers: 30%
- Secretaries & administrative assistants: 37%
- Cashiers: 71%