



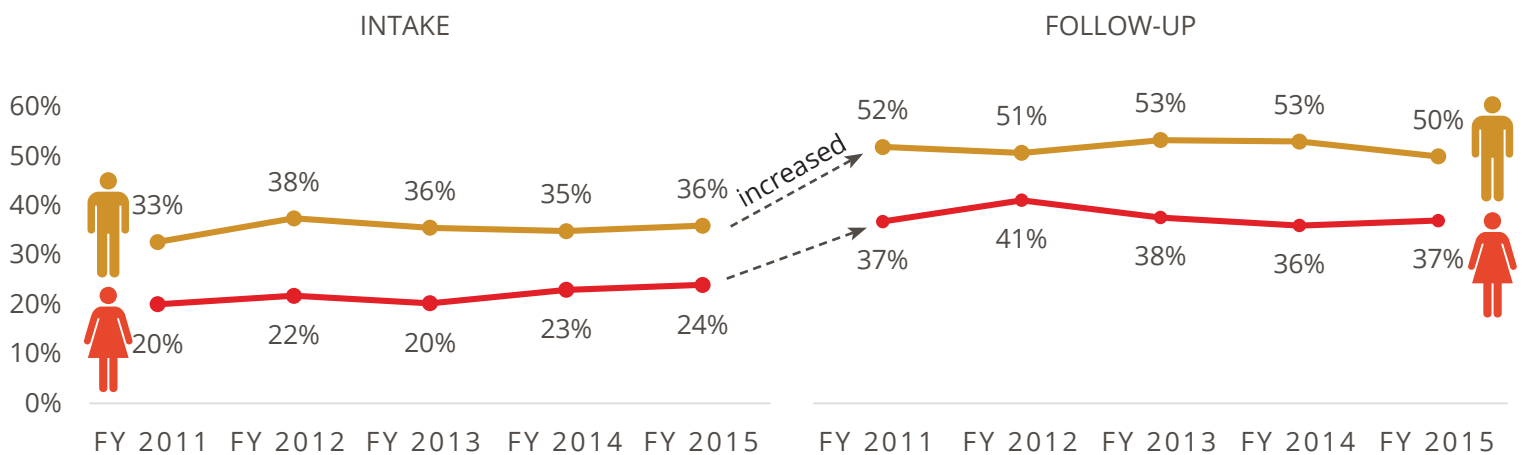
Kentucky Treatment Outcome Study Trends in Gender Differences in Employment

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Employment is an important component of recovery as it provides structure, a stable source of income, allows an individual to feel like a productive member of society and has been found to be significantly related to treatment retention.¹ However, compared to men, women tend to be underemployed.

Employment Trends

- At intake in any year, less than one-quarter of female clients reported being employed (part- or full-time) compared to at least one-third of male clients.
- At follow-up, over half of men reported being employed in any year compared to no more than 2 in 5 women.
- While the employment gender gap at follow-up narrowed slightly in FY 2012, it increased in FY 2013 and continued to widen in the following years.



GENDER DIFFERENCES IN HOURLY WAGE

Ratio of women's wage to men's at follow-up, among individuals who were employed



- Equality in pay has improved over the past 5 years, but women are still earning less than men.
- For those who completed an intake in FY 2011, employed women at follow-up earned an average of \$0.68 for every dollar employed men made
- At follow-up in FY 2015, employed women made only \$0.85 for every \$1 men made.

¹Platt, J.J. (1995). Vocational rehabilitation of drug abusers. *Psychological Bulletin*, 117(3), 416-433.

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