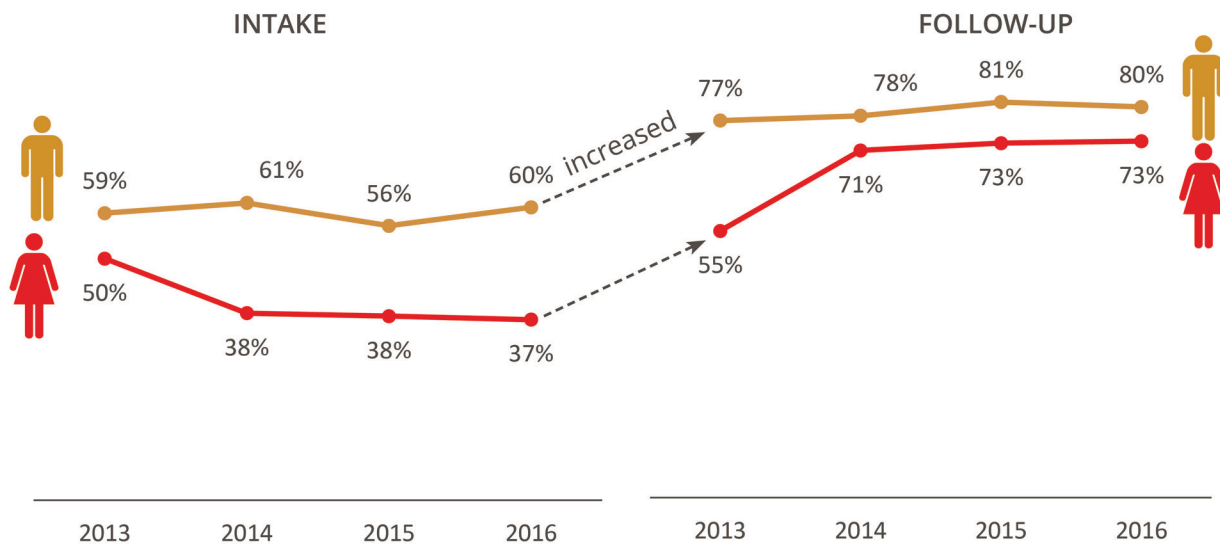


Trends in Gender Differences in Employment

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.

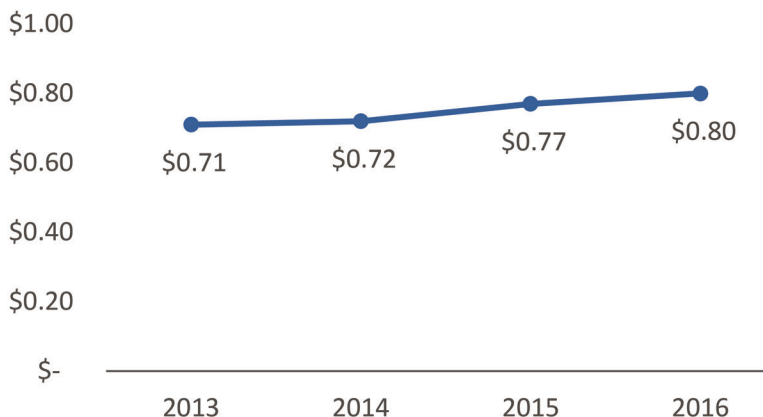
Employment Trends

- For the past 3 years at intake, less than 40% of female clients reported being employed (part- or full-time) compared to at least 60% of male clients.
- For the past 3 years at follow-up, the gap between men and women narrowed with over three-quarters of men reported being employed in any year compared almost that for women.
- There is a significant improvement for women in report year 2016 compared to findings from the 2013 report, however, the number of women who reported being employed at either point, however, was considerably lower than for men.



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 slightly over the past 4 years, but women are still earning less than men.
- At follow-up in report year 2013, employed women, on average, earned on \$0.71 for every \$1 employed men made
- At follow-up in report year 2016, employed women made only \$0.80 for every \$1 men made.

Note: The years in the figures represent the year each report was released, not the actual data year.

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

Suggested citation: Cole, J., Logan, T., Miller, J., & Scrivner, A. (2016). *Recovery Center Outcome Study: Trends in Employment by Gender*. Lexington, KY: University of Kentucky, Center on Drug and Alcohol Research.