Kentucky Treatment Outcome Study
Trends in Gender Differences in Employment
UPDATED OCTOBER 2017

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.

Equal 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.
