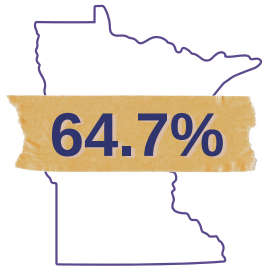




WOMEN'S LABOR FORCE PARTICIPATION

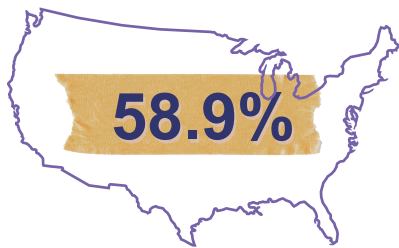
Labor force participation rate of women and girls 16+ in **Minnesota**: ¹



2nd

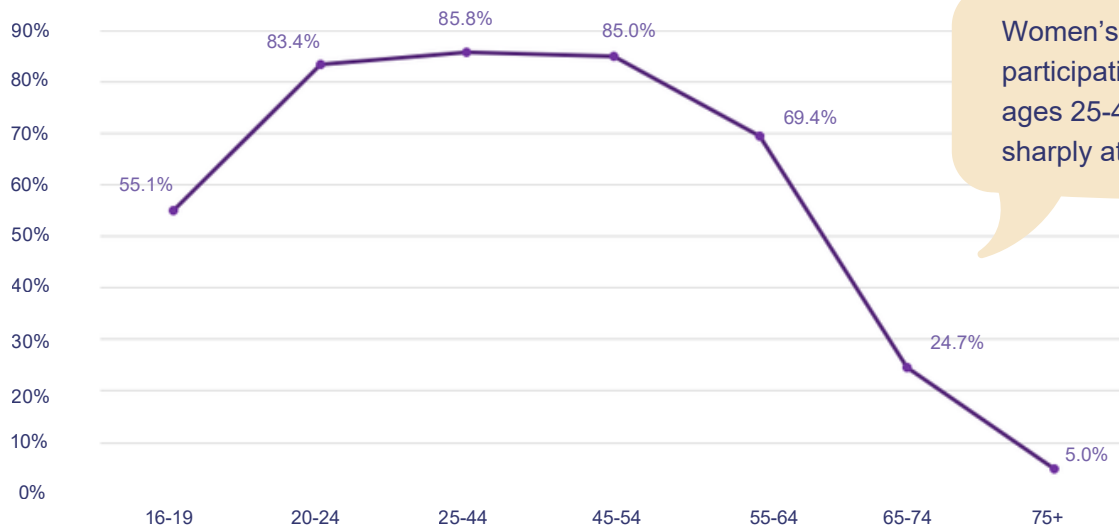
Minnesota's ranking among U.S. states for women's labor force participation. ¹

Labor force participation rate of women and girls 16+ **nationwide**: ¹



★ Labor force participation is a measure of people in the civilian population **actively working** or **looking for work**. People who have chosen to leave the workforce, or are not looking to enter the workforce for any reason, are not included.

Women's labor force participation across the lifespan: ²



Women's labor force participation peaks from ages 25-44, and declines sharply at age 64.

¹ 2020-2024 American Community Survey, 5-year Estimates

² Quarterly Workforce Indicators, Bureau of Labor Statistics



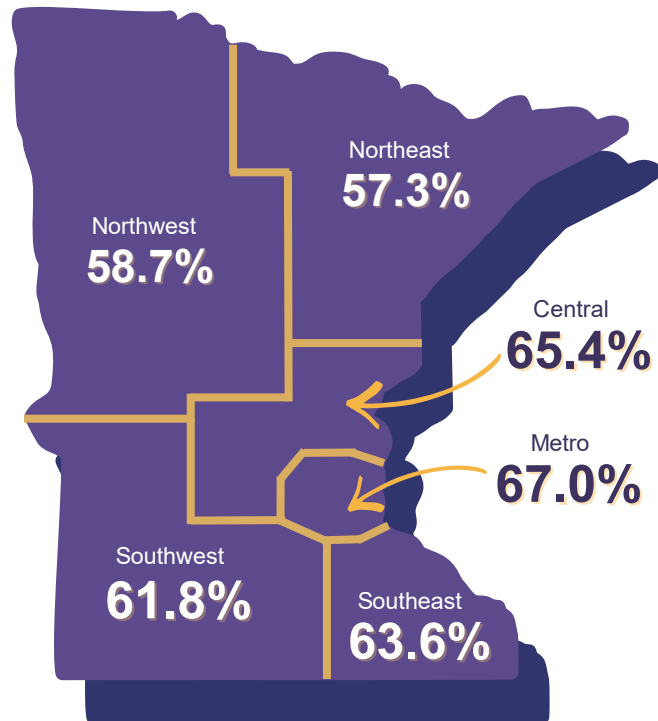
WOMEN'S LABOR FORCE PARTICIPATION

Women's labor force participation varies by age and geographical region. ²

Teen girls labor force participation has increased by **17.7%** in the past 20 years. Older cohorts are also working at higher rates than past decades; workers aged **55-64** grew by over **140%**, while the participation of workers 65+ increased over **320%** for both men and women since 1995.

51.4% of jobs in Minnesota are held by women in 2025, up from **50.7%** in 2003.

Though labor force participation rates are consistently lower for women, this is because **women are more likely to work more than 1 job.**



*Region borders are approximate. For exact regions by county borders, visit [Minnesota DEED's region map](#).

The majority of women in Minnesota are employed in... ³

Health Care and Social Assistance (76.6%)



Doctors offices, nursing homes, childcare centers, emergency relief services, and more (NAICS 62)

Educational Services (69.1%)



Elementary, secondary, and higher education institutions, and educational support (NAICS 61)

Finance and Insurance (56.6%)



Banking, credit loans, insurance, financial investment, welfare and insurance, and more (NAICS 52)

Accommodation and food services (56.2%)



Hotels, camps, caterers, restaurants, and bars (NAICS 72)

Other services excluding public administration (55.9%)



Beauty salons, funeral homes, drycleaning and laundry, social advocacy, and more (NAICS 81)

Management of Companies & Enterprises (52.8%)



Offices of holding companies and corporate, subsidiary, and regional managing (NAICS 55)

² Quarterly Workforce Indicators, Bureau of Labor Statistics

³ Quarterly Employment Demographics, Minnesota Department of Employment and Economic Development

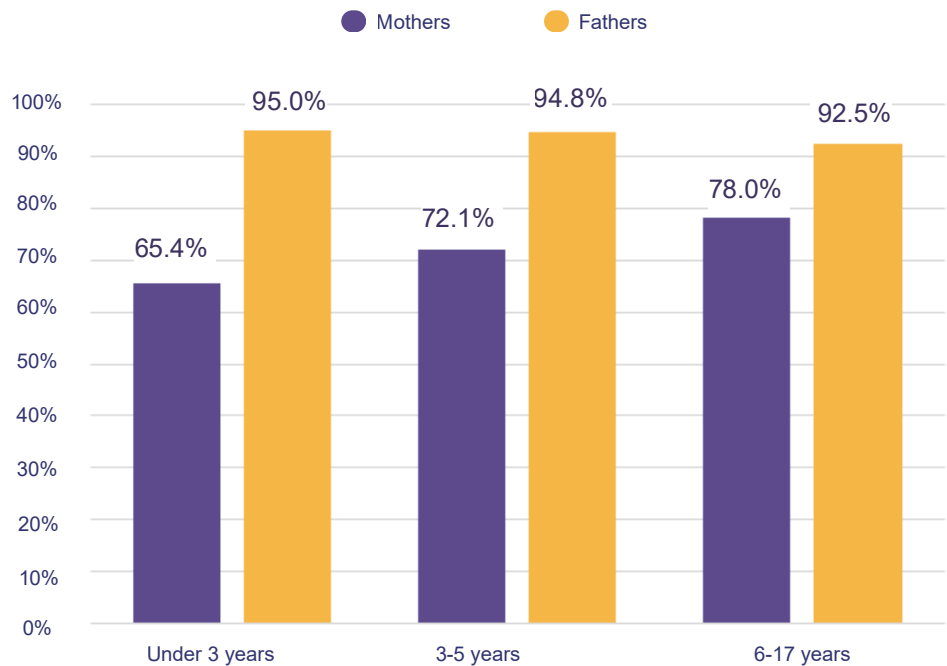


WOMEN'S LABOR FORCE PARTICIPATION

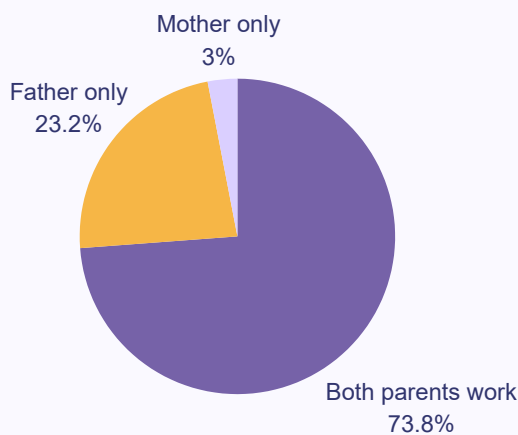
Mother's labor force participation rate is related to the age of their youngest child.⁴

Women's labor force participation rates increase as their children age. The average labor force participation rate for mothers in the U.S. with children under 3 is **65.4%**. The average labor force participation rate for women with children 6-17 is **78%** - an **increase of 12.6 percentage points**.

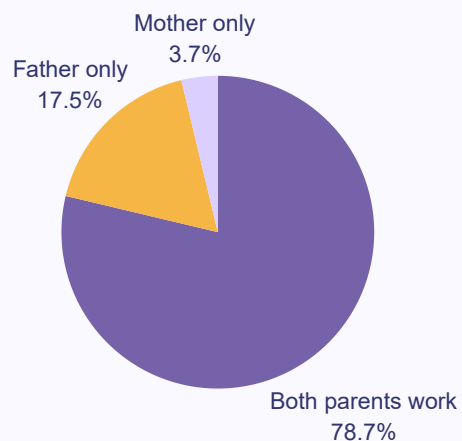
Father's labor force participation rate **decreases slightly** as children age, by a total of **2.5 percentage points**.



Who works in Minnesota families with young children (under 6)?



Who works in families with school-aged children (6-17)?



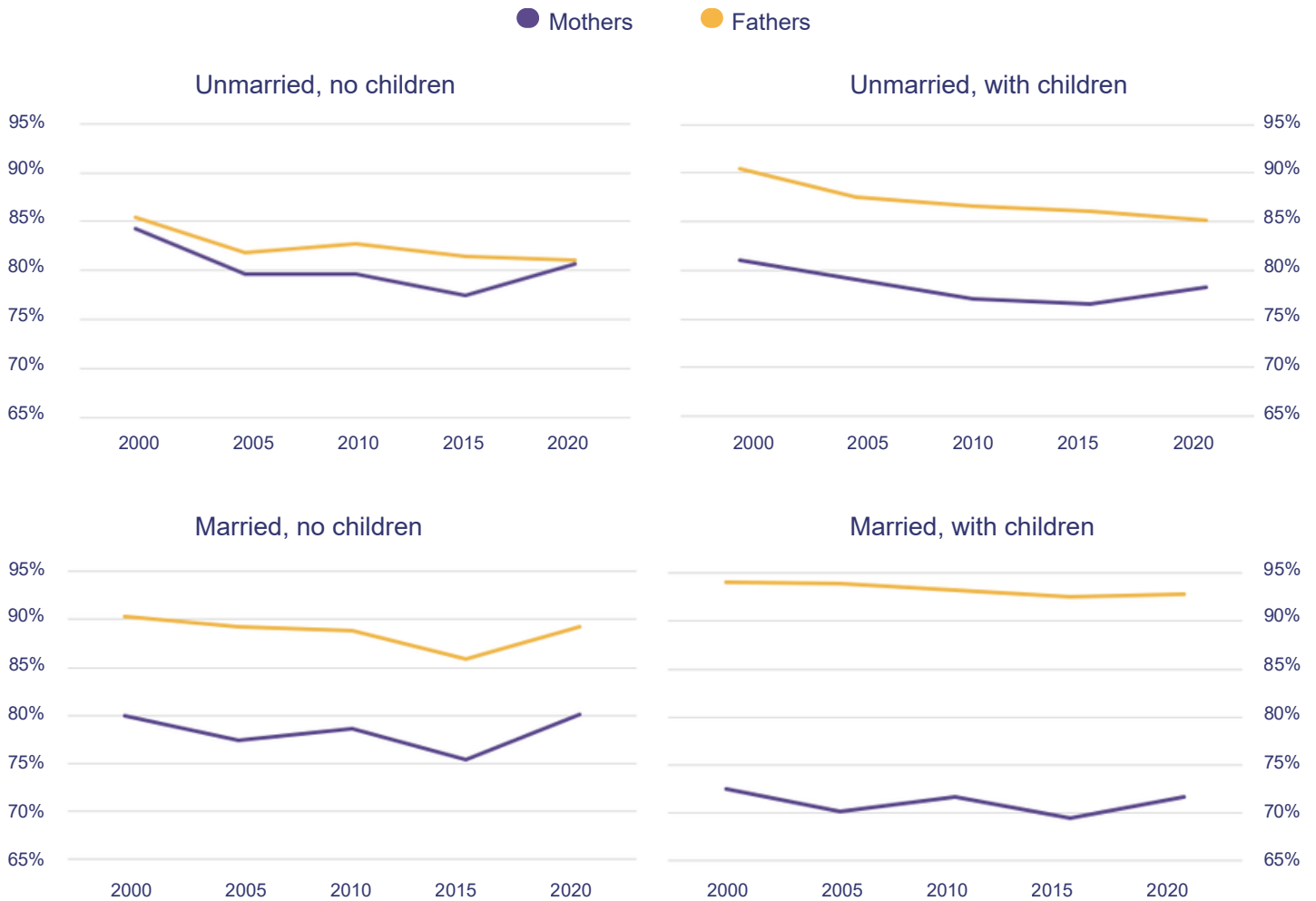
Both parents work in nearly three-quarters of all Minnesota families.¹

¹ 2020-2024 American Community Survey, 5-year Estimates
⁴ Current Population Survey 2023, Bureau of Labor Statistics



WOMEN'S LABOR FORCE PARTICIPATION

Labor force participation varies greatly for women depending on whether they are married and have children.⁵



For unmarried adults without children aged 25-54, the labor force participation gap by gender is smaller, with an average gap of about **2.12 percentage points** between men and women for the past 20 years. For unmarried adults with children, the average gap is **8.8 percentage points**. For married adults without children, the average gap in labor force participation increases to **10.46 percentage points**. And for adults who are married with children, the gender gap in labor force participation has been **22.2 percentage points on average since 2000**. Married fathers have the highest rates of labor force participation out of any group of men, while married mothers have the lowest labor force participation rates out of any group of women.

⁵ [Minneapolis Federal Reserve](#), 2023