



State PAL is a project of the Institute for Women's Policy Research.

CAREGIVING AND FAMILIES



- In 2025, **the average cost of center-based infant care in MI was \$14,064** for one child—**more than one-quarter (27%)** of women's median annual earnings for full-time year-round (FTYR) work.
- From 2020–2024, MI **households headed by single women with children were twice as likely (35.7% vs. 17.6%) to live in poverty** as those headed by single men with children.
- More than 40%** of households headed by single Black and multiracial women with children lived at or below the federal poverty threshold.
- Current state law includes **paid sick leave** for workers. State employees have paid parental leave, though there is no statewide **paid family and medical leave** program for all workers. MI does not provide a **child tax credit** in addition to the federal child tax credit for families in the state.

EDUCATION AND CAREER ADVANCEMENT



- In 2024, MI ranked in the **top 15 states for women's educational attainment of some college/associate's degree: 32.3%** of women >25 achieved this level of education compared to **30.4%** of men in the same age group.
- While **women outpaced men in degree attainment in this same period, women with bachelor's degrees >25 made \$23,152 less** per year than comparable men for FTYR work.
- From 2020–2024, Black women were the largest racial minority population among women in the state, yet **only 12.9% of Black women >25 held a bachelor's as their highest degree**.
- Current state law provides for **tuition-free community college** through the Michigan Achievement Scholarship. There is no **student loan borrower bill of rights** in MI.

EQUITABLE WORK AND WAGES



- MI women continue to encounter barriers to full workforce participation: From 2020–2024, **33.2% of women worked part-time** compared to **18.5%** of men, and **women's labor force participation rate trailed that of men** by nearly 8 percentage points (**57.2% vs. 65.3%**).
- Current state law requires a **minimum wage of \$13.73 per hour**, which **will increase to \$15.00 per hour on January 1, 2027**, and be subject to annual indexing beginning January 1, 2028. State law **protects workers** on the basis of sex, pregnancy, and marital status, though MI **lacks salary transparency laws** and **salary history bans**.
- In 2024, **women (5.0%) in the state were more likely than men (3.5%) to be among the "working poor"**—those who work full-time for at least half the year but live in poverty—with **Black women (9.5%) faring the worst across every race/ethnicity**.

REPRODUCTIVE JUSTICE AND HEALTH EQUITY



- Only **5.7% of women** in MI were uninsured in 2024, compared to 9.8% nationally, ranking it among the **top 10 states with the smallest uninsured female population**.
- In 2023, the median self-pay **cost of medication abortion was \$600**—the **4th highest** in the Midwest.
- While a smaller proportion of births were financed by Medicaid in MI (36.5%) than nationally (39.8%) in 2024, **Medicaid covered nearly two-thirds of births among Black women in the state (64.6%)**.
- Reproductive freedom is codified** in the state's constitution, though coverage for abortion care is not required. **Medicaid policy in the state extends postpartum coverage** for 12 months and **explicitly covers transgender-related health care**. State law prohibits private insurers from refusing to cover transgender health care.