The Economic Status of Women in the U.S.
What Has Changed in the Last 20 – 40 Years

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Informing Policy. Inspiring change. Improving lives.
By-Laws of the Institute for Women’s Policy Research - 1987

Article I – Purpose

The purposes of the Institute for Women’s Policy Research are:

1. To conduct and disseminate accessible, scholarly research on issues of concern to women, and especially to working women, low-income women, and women of color;

2. To increase understanding of the situation of all women in the economy and society in the United States and abroad;

3. To bring together members of the research and policy communities and representatives of organizations that serve women;

4. To contribute to the development of policies to improve women’s opportunities.
IWPR Mission Statement

The Institute for Women’s Policy Research conducts and communicates research to inspire public dialogue, shape policy, and improve the lives and opportunities of women of diverse backgrounds, circumstances, and experiences.
IWPR Program Areas
Over 30 Years

- Employment, Education, and the Economy
- Work and Family
- Poverty and Income Security
- Health and Safety
- Democracy and Society
CONTENTS
1. Political Participation
2. Employment & Earnings
3. Work & Family
4. Poverty & Opportunity
5. Reproductive Rights
6. Health & Well-Being
7. Violence & Safety
8. Recommendations
Outline

1. Progress Achieving Gender Equity in the US
2. US Compared with Organization for Economic Cooperation and Development (OECD) Countries
3. Next Steps
PROGRESS ACHIEVING GENDER EQUITY IN THE UNITED STATES
Men’s and Women’s Labor Force Participation Rates have been Converging across Time (1950-2016)

Men’s and Women’s Jobs Over the Recent Business Cycle

Monthly Number of Women and Men on Payrolls (In Thousands, Seasonally Adjusted)
January 2007 - February 2018

Women in the Labor Force Have Invested in Education

Composition of the Female Civilian Labor Force Aged 25 to 64, By Highest Educational Attainment, 1970-2017
Men’s and Women’s Wages are Slowly Converging but Women’s Wage Growth Slowing Down

Source: Census Bureau 2017.
College Education & Earnings Growing for Women & Men; Women Catching Up (1961-2011)

Notes: Percent with Bachelors degree or higher includes individuals aged 25 and older. Earnings are for all full-time, year-round workers in 2012 dollars. Source: IWPR analysis of Current Population Survey Annual Social and Economic Supplement (IPUMS, University of Minnesota).
Race and Gender Differences are Still Very Significant. White Men Earn the Most. Hispanic Women Earn the Least.

At Current Pace of Progress, Wage Gap for Women Expected to Close in 2059

Women’s Median Earnings as a Percent of Men’s 1960-2016
Full-time, Year-round Workers

Wage Gaps Persist for Decades for Black and Hispanic Women Relative to White Men

Women’s Median Earnings as a Percent of Men’s 1985-2016 Full-time, Year-round Workers
Among Reasons for Lack of Recent Change: Decline in Occupational Segregation has Slowed

Source: IPUMS CPS Annual Social and Economic Supplements. Occupations are consistently classified according to the 1990 Census occupational classification. The analysis is restricted to the civilian labor force aged 25 to 64.
Whites and Asians Dominate Top 20% of Jobs By Pay; Black and Hispanics Bottom 20%; Men Outearn Women Everywhere

CPS Outgoing Rotation Groups 2010.
Projected Growth of Low-Wage, Female Dominated Occupations, 2014-2024

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Growth 2014-2024</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Occupations</td>
<td>6.5%</td>
</tr>
<tr>
<td>Low-Wage, Female-Dominated Occs</td>
<td>9.5%</td>
</tr>
<tr>
<td>Personal and home care aides</td>
<td>25.9%</td>
</tr>
<tr>
<td>Phlebotomists</td>
<td>24.9%</td>
</tr>
<tr>
<td>Nursing, psychiatric, &amp; home health aides</td>
<td>24.5%</td>
</tr>
<tr>
<td>Medical assistants</td>
<td>23.5%</td>
</tr>
<tr>
<td>Misc healthcare support occs</td>
<td>12.5%</td>
</tr>
<tr>
<td>Nonrestaurant food servers</td>
<td>13.4%</td>
</tr>
<tr>
<td>Fast Food Preparation and Serving</td>
<td>10.9%</td>
</tr>
<tr>
<td>Personal appearance workers</td>
<td>10.9%</td>
</tr>
<tr>
<td>Animal caretakers</td>
<td>10.5%</td>
</tr>
<tr>
<td>Hairstylists and cosmetologists</td>
<td>9.8%</td>
</tr>
<tr>
<td>Recreation and fitness workers</td>
<td>9.5%</td>
</tr>
<tr>
<td>Customer service representatives</td>
<td>9.8%</td>
</tr>
<tr>
<td>Receptionists and information clerks</td>
<td>9.5%</td>
</tr>
</tbody>
</table>

Women are 90% of Adult Low-Wage Workers and only 6.5% of the Highest Wage Workers

Women as a Percent of Total in Each Earnings Category
[Fifteen-Year Average Earnings – Women and Men Who Worked Every Year]

Women’s Poverty is Especially High at Young and Old Ages but More Progress Has Been Made at Those Ages in Past 30 Years

Equalizing Pay Between Women and Men Would Cut Poverty By Half For Families With a Working Woman
US Compared to Other Countries: Poverty Rate High in US

<table>
<thead>
<tr>
<th>Country</th>
<th>Poverty Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>South Africa</td>
<td>26.6%</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>20.6%</td>
</tr>
<tr>
<td>Israel</td>
<td>19.5%</td>
</tr>
<tr>
<td>Turkey</td>
<td>17.2%</td>
</tr>
<tr>
<td>United States</td>
<td>16.8%</td>
</tr>
<tr>
<td>Lithuania</td>
<td>16.5%</td>
</tr>
<tr>
<td>Latvia</td>
<td>16.2%</td>
</tr>
<tr>
<td>Chile</td>
<td>16.1%</td>
</tr>
<tr>
<td>Estonia</td>
<td>16.1%</td>
</tr>
<tr>
<td>Spain</td>
<td>15.3%</td>
</tr>
<tr>
<td>Greece</td>
<td>14.9%</td>
</tr>
<tr>
<td>Canada</td>
<td>14.2%</td>
</tr>
<tr>
<td>Korea</td>
<td>13.8%</td>
</tr>
<tr>
<td>Portugal</td>
<td>12.6%</td>
</tr>
<tr>
<td>Poland</td>
<td>11.1%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>10.9%</td>
</tr>
<tr>
<td>Belgium</td>
<td>9.8%</td>
</tr>
<tr>
<td>Slovenia</td>
<td>9.2%</td>
</tr>
<tr>
<td>Sweden</td>
<td>9.2%</td>
</tr>
<tr>
<td>Austria</td>
<td>8.7%</td>
</tr>
<tr>
<td>Slovak Republic</td>
<td>8.4%</td>
</tr>
<tr>
<td>Norway</td>
<td>8.1%</td>
</tr>
<tr>
<td>France</td>
<td>8.1%</td>
</tr>
<tr>
<td>Netherlands</td>
<td>7.9%</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>6.4%</td>
</tr>
<tr>
<td>Finland</td>
<td>6.3%</td>
</tr>
</tbody>
</table>

The poverty rate is the ratio of the number of people (in a given age group) whose income falls below the poverty line; taken as half the median household income of the total population.
Among the OECD Countries, the US is Among the Countries with Largest Gender Pay Gaps

The gender pay gap for full-time employees 2015

Source: OECD Employment Outlook 2017
In 2013 the US had the highest percentage of Women Managers in the OECD

US: Best Gender Equity in Unpaid Work
Differences in Unpaid Work Hours Cross-Nationally
For Workers Only

Daily hours of household and family care for workers only by gender for selected countries

Notes: Sorted in ascending order of within-country gender difference in hours. Workers aged 20-74.
Parental Leave Packages Vary Widely Across the OECD – Only the US Guarantees No Leave to Workers

* Includes shared-leave which can be taken by fathers

Next Steps

Targets of Policy Opportunity
• Raise wages in low wage jobs, via higher minimum wage, collective bargaining
• Strengthen antipoverty programs
• Encourage gender equitable family care
• Strengthen family leave & child care supports
• Enforce and strengthen equal pay and equal employment opportunity laws, also Title IX
• Reintroduce comparable worth;
• Spread new laws preventing employers from asking about pay;
• Spread laws preventing pay secrecy;
• Move women into well-paying middle skill growing jobs;
• Reduce sexual harassment;
• Increase share of women leaders in all fields.
States with More Women in Legislature have Higher Wage Ratio and Smaller Pay Gap

Percentage of Women in State Legislature vs. Earnings Ratio by State

Another Approach

Political Power
US Ranked 93 of 181 in the World on Women in National Legislature

Source: Human Development Report 2011
At Current Pace of Progress Women in Congress Will Reach Parity in 2114

Women’s Share of Seats in Congress, 1960-2018 with Projection

Source: IWPR analysis of data from *Women in the U.S. Congress 2015*. Fact sheet from Center for American Women and Politics, Eagleton Institute of Politics, Rutgers University (Updated with 2018 data point. [http://www.cawp.rutgers.edu/current-numbers](http://www.cawp.rutgers.edu/current-numbers))
More Targets of Policy Opportunity

• More support for women candidates
• Vote and Run!
• Possible electoral reforms
  • Public financing
  • Required number of women on party slates
  • Multi-member districts at the local level
• Rank choice voting (vote your 1\textsuperscript{st}, 2\textsuperscript{nd}, 3\textsuperscript{rd} choice)