



Fact Sheet

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The Gender Wage Gap by Occupation 2019 and by Race and Ethnicity

Women's median earnings are lower than men's in nearly all occupations, whether they work in occupations predominantly done by women, occupations predominantly done by men, or occupations with a more even mix of men and women. Data for both women's and men's median weekly earnings for full-time work are available for 125 occupations.¹ The occupation with the largest gender wage gap is 'financial managers'; women's 2019 median weekly earnings for full-time work in this occupation were just 63.6 percent of those of men's, a gender wage gap of 36.4 percent.² The median weekly gender earnings ratio for all full-time weekly workers was 81.5 percent, a weekly gender wage gap of 18.5 percent (Table 1).³

There are just five occupations in which women's median weekly earnings are higher than men's, and 120 occupations in which they are lower. The occupation with the highest gender gap in favor of women is 'counselors', with a median weekly gender earnings ratio of 106.3 percent, a 6.3 percent gender wage gap in favor of women. Median weekly earnings for all women full-time workers is \$1,003.⁴ In general, the highest paid occupations have the biggest gender wage gaps and the lowest paid occupations have the smallest gaps. All but two of the 10 occupations with the largest gender wage gaps have earnings that are higher than median earnings for all full-time workers (\$917).

Added to the Wage Gap Within Occupations Is the Wage Gap Between Occupations

Male-dominated occupations tend to pay more than female-dominated occupations at similar skill levels.⁵ For example, women 'elementary and middle school teachers'—one of the most common occupations for women and a female-dominated field—earn \$1,042 per week compared with \$1,161 for men (Table 1).⁶ Men in 'software developers, applications and systems software'—one of the most common occupations for men and a male-dominated field—earn \$1,920 per week for full-time work compared with \$1,718 for women (Table 2). Both occupations require at least a bachelor's degree (and teachers often need a master's degree). Tackling occupational segregation—men primarily working in occupations with other men, and women primarily working with other women—and lifting up earnings in female-dominated occupations are essential to eliminating the gender wage gap.

The gender wage gap and occupational segregation are persistent features of the U.S. labor market.⁷ There is overlap of only five of the 20 most common occupations for women and 20 most common occupations for men (Tables 1 and 2). Four of ten 10 (39.7 percent) full-time working women are in female-dominated occupations and nearly half of full-time working men

(47.3 percent) are in male-dominated occupations.⁸ Only 7.1 percent of women work in male-dominated occupations, while only 5.4 percent of men work in female-dominated occupations.⁹

Women Earn Less than Men in All the 20 Most Common Occupations for Women

Table 1 shows the median weekly earnings and the gender earnings ratio in the 20 most common occupations for full-time working women. The occupations together employ 40.8 percent of women and 14.8 percent of men working full time. The three largest occupations—‘elementary and middle school teachers,’ ‘registered nurses,’ and ‘secretaries and administrative assistants’—together employ 12.9 percent of all women. Seventeen of these 20 most common occupations are female-dominated.

Within the 20 most common occupations for women, median full-time weekly earnings for women range from \$1,317 per week for ‘managers, all other’ to \$484 per week for ‘maids and housekeeping cleaners’ (Table 1). Women earn less than men in all of the most common occupations for women. The largest gender wage gap among the 20 most common occupations is for ‘financial managers,’ with a gender earnings ratio for full-time work of 63.6 percent (a wage gap of 36.4 percent, which amounts to \$690 less per week for women than men). The second largest gap is for ‘retail salespersons,’ with a gender earnings ratio of 71.7 percent (a wage gap of 28.3 percent or \$228 less per week for women than men).

Women Earn Less than Men in All the Most Common Occupations for Men

Table 2 shows the median weekly earnings and gender earnings ratios in the 20 most common occupations for full-time working men. These occupations employ 32.7 percent of male full-time workers and 21.4 percent of women full-time workers. Eight of the occupations are nontraditional for women.¹⁰ There are too few women workers to estimate their median weekly earnings for five of the 20 most common occupations: ‘construction laborers,’ ‘carpenters,’ ‘electricians,’ ‘grounds maintenance workers,’ and ‘automotive service technicians and mechanics’. Across all construction trade occupations, women’s median weekly earnings were \$711 compared with \$873 for men, a gender earnings ratio of 81.4 percent.¹¹

Women’s median earnings are lower than men’s in each of the most common 20 occupations for men that employ enough women to calculate their earnings. Median full-time weekly earnings for men range from \$2,509 for ‘chief executives’ to \$535 for ‘cooks’ (Table 2). Three of the 20 most common occupations for men have median male weekly earnings above \$1,500; none of the most common occupations for women has female median weekly earnings at that level.

With the exception of ‘grounds maintenance workers,’ the most common occupations with too few women workers to calculate the gender earnings ratio are middle-skill occupations, which require more than high school but less than a bachelor’s degree. Across all middle-skill occupations, women in female-dominated occupations earn only 66 percent of what men in male-dominated occupations earn.¹²

Table 1. The Gender Wage Gap in the 20 Most Common Occupations for Women (Full-Time Workers Only), 2019

	Women's Median Weekly Earnings	Women's Earnings as a Percentage of Men's	Men's Median Weekly Earnings	Share of Women Workers in Occupation (Percentage)	Share of Male Workers in Occupation as Percentage of All Male Workers	Share of Women Workers in Occupation as Percentage of All Women Workers
All Full-Time Workers	\$821	81.5%	\$1,007	44.7%	100% (65,007,000)	100% (51,425,000)
20 Most Common Occupations for Women						
Elementary and middle school teachers	\$1,042	89.8%	\$1,161	79.8%	1.0%	4.8%
Registered nurses	\$1,217	96.9%	\$1,256	87.9%	0.5%	4.4%
Secretaries and administrative assistants	\$763	96.0%	\$795	93.4%	0.2%	3.7%
Managers, all other	\$1,317	76.3%	\$1,725	40.3%	3.2%	2.7%
Nursing, psychiatric, and home health aides	\$556	94.6%	\$588	87.5%	0.3%	2.4%
Customer service representatives	\$673	91.4%	\$736	63.7%	1.1%	2.4%
First-line supervisors of retail sales workers	\$708	74.1%	\$955	46.2%	1.9%	2.0%
Accountants and auditors	\$1,141	80.4%	\$1,419	60.2%	1.0%	1.9%
Cashiers	\$499	97.8%	\$510	68.6%	0.7%	1.8%
First-line supervisors of office and administrative support workers	\$816	84.0%	\$971	66.6%	0.6%	1.5%
Receptionists and information clerks	\$636	86.5%	\$735	89.0%	0.2%	1.5%
Office clerks, general	\$677	94.3%	\$718	81.1%	0.3%	1.5%
Maids and housekeeping cleaners	\$484	93.1%	\$520	85.9%	0.2%	1.5%
Retail salespersons	\$578	71.7%	\$806	41.1%	1.7%	1.4%
Personal care aides	\$509	87.6%	\$581	84.0%	0.2%	1.3%
Waiters and waitresses	\$491	82.7%	\$594	70.0%	0.4%	1.3%
Financial managers	\$1,207	63.6%	\$1,897	54.2%	0.8%	1.2%
Social workers	\$944	85.2%	\$1,108	81.6%	0.2%	1.1%
Bookkeeping, accounting, and auditing clerks	\$764	97.4%	\$784	87.2%	0.1%	1.1%
Teacher assistants	\$579	81.9%	\$707	88.7%	0.1%	1.1%
Percentage of all men and women					14.8%	40.8%

Note: Earnings data are published only for occupations with an estimated minimum of 50,000 workers.

Source: IWPR calculation of data from the U.S. Department of Labor, Bureau of Labor Statistics, 2019. Household Data Annual Averages. Table 39. "Median weekly earnings of full-time wage and salary workers by detailed occupation and sex."

Table 2. The Wage Gap in the 20 Most Common Occupations for Men (Full-Time Workers Only), 2019

	Women's Median Weekly Earnings	Women's Earnings as a Percentage of Men's	Men's Median Weekly Earnings	Share of Women Workers in Occupation (Percentage)	Share of Male Workers in Occupation as Percentage of All Male Workers	Share of Women Workers in Occupation as Percentage of All Women Workers
All Full-Time Workers	\$821	81.5%	\$1,007	44.7%	100% (65,007,000)	100% (51,425,000)
20 Most Common Occupations for Men						
Driver/sales workers and truck drivers	\$660	76.7%	\$861	5.8%	3.9%	0.3%
Managers, all other	\$1,317	76.3%	\$1,725	40.3%	3.2%	2.7%
Laborers and freight, stock, and material movers, hand	\$567	86.3%	\$657	20.5%	2.2%	0.7%
Construction laborers	N/A	N/A	\$724	2.9%	2.1%	0.1%
Software developers, applications and systems software	\$1,718	89.5%	\$1,920	19.5%	2.1%	0.6%
First-line supervisors of retail sales workers	\$708	74.1%	\$955	46.2%	1.9%	2.0%
Retail salespersons	\$578	71.7%	\$806	41.1%	1.7%	1.4%
Janitors and building cleaners	\$510	83.6%	\$610	31.6%	1.6%	0.9%
Carpenters	N/A	N/A	\$826	2.1%	1.3%	0.0%
Cooks	\$489	91.4%	\$535	39.0%	1.3%	1.0%
Sales representatives, wholesale and manufacturing	\$1,067	84.5%	\$1,262	26.6%	1.3%	0.6%
Chief executives	\$2,019	80.5%	\$2,509	27.1%	1.2%	0.6%
Electricians	N/A	N/A	\$1,015	1.8%	1.2%	0.0%
Grounds maintenance workers	N/A	N/A	\$607	3.6%	1.2%	0.1%
Production workers, all other	\$566	73.8%	\$767	27.7%	1.2%	0.6%
Customer service representatives	\$673	91.4%	\$736	63.7%	1.1%	2.4%
Automotive service technicians and mechanics	N/A	N/A	811	1.7%	1.1%	0.0%
General and operations managers	\$1,153	78.1%	1,476	31.5%	1.0%	0.6%
Accountants and auditors	\$1,141	80.4%	1,419	60.2%	1.0%	1.9%
Elementary and middle school teachers	\$1,042	89.8%	1,161	79.8%	1.0%	4.8%
Percentage of all men and women					32.7%	21.4%

Note: Earnings data are published only for occupations with an estimated minimum of 50,000 workers.

N/A=No data or does not meet Bureau of Labor Statistics publication criteria.

Source: IWPR calculation of data from the U.S. Department of Labor, Bureau of Labor Statistics, 2019. Household Data Annual Averages. Table 39. "Median weekly earnings of full-time wage and salary workers by detailed occupation and sex"

More than 17 Times as Many Women as Men Work in Occupations with Poverty-Level Wages

Low earnings are a significant problem for both male and female full-time workers, but women are much more likely to earn poverty-level wages than men. Among all occupations, more than 3 million women full-time workers are in occupations with median weekly earnings for women that are lower than 100 percent of the federal poverty threshold for a family of four of \$499 per week in 2019. This compares with 170,000 men in occupations where median weekly earnings for men are below this poverty threshold.¹³ These numbers rise to 13.8 million full-time working women, compared with 6.6 million full-time working men, when using the slightly higher eligibility threshold for SNAP (formerly known as food stamps) of \$644 per week for a family of four.¹⁴ Workers in these occupations likely experience greater poverty than suggested by their weekly wages. Using weekly earnings to calculate a poverty wage assumes that a worker can get full-time work for four weeks a month and 52 weeks a year, which may not be possible in occupations characterized by considerable fluctuations in demand, resulting in unstable earnings.

Two of the most common occupations for women—‘maids and housekeeping cleaners’ and ‘waiters and waitresses’ (jointly employing 2.8 percent of all full-time working women) have median weekly earnings for women below the poverty threshold for a family of four. Eight of the 20 most common occupations for women have median weekly earnings for women below the SNAP eligibility threshold; three of the 20 most common occupations for men have such low median earnings for men.

Women Earn Less than Men of the Same Race and Ethnicity in Broad Occupational Categories

The gender wage gap differs by race and ethnicity. Table 3 provides median weekly earnings for women and men for full-time work by race and ethnicity in seven broad occupational groups. (The sample size in the Current Population Survey is not sufficient to provide earnings estimates by race and ethnicity at a more detailed occupational level or for other racial or ethnic groups.)

The distribution of women across the occupations varies for each group (Table 3):

- The most common occupational group for Asian, White, and Black women is ‘professional and related’ occupations; ‘service’ is the most common occupational group for Hispanic women.
- One in five White and Asian women, compared with one in seven Black and nearly one in eight Hispanic women work in ‘management, business, and financial’ occupations, the intermediate occupation with highest median earnings.
- Black and Hispanic women are twice as likely to work in ‘service’ occupations as White women.
- Asian women are considerably less likely than other women to work in ‘office and administrative support’ occupations.
- Hispanic women are the most likely group of women to work in ‘production, transportation and material moving’ occupations.

The gender wage gap is magnified by a racial and ethnic earnings gap. For all occupations, Hispanic women working full-time have the lowest median earnings at \$642 per week (just 56 percent of the median weekly earnings of non-Hispanic White men at \$1,147, Table 3). Black women have median weekly earnings of \$704, which is 61.4 percent of the median weekly earnings of White men. Both Asian men and women have the highest median weekly earnings, at \$1,336 and \$1,025, respectively, reflecting that they have the highest rates of educational attainment among these groups.¹⁵ The gender earnings ratios for Asian women compared with Asian men (76.7 percent) and White women compared with White men (78.4 percent) are lower than the overall population (81.5 percent). That means the gender wage gaps of 23.3 percent for Asian workers and 21.6 percent for White workers are larger than for the overall population. The gender wage

gaps for Black and Hispanic full-time workers are smaller than the overall population, largely because men in these groups have very low earnings too.

Men have higher median earnings than women of the same race or ethnicity in each of the major occupational groupings, except for Black workers in ‘office and administrative support’ who have slightly higher median earnings than Black men (Table 3). The hierarchy of earnings puts women at the bottom. Women earn less than men in the same racial or ethnic group who earn less than White non-Hispanic men. For example, in ‘management, business, and financial operations’ occupations, Black women earn 82.7 percent of Black men’s earnings but only 67 percent of White men’s earnings.

The median weekly earnings of Hispanic women who work full-time in ‘service’ occupations is just \$12 above the poverty threshold. One in four Hispanic full-time women workers (25.5 percent; Table 3) work in such jobs.

Tackling Women’s Low Earnings and the Gender Wage Gap

The data presented in this brief show a pronounced earnings gap for women whether they work in the same or in different jobs from men. Our analysis shows that women’s median earnings are lower than men’s in all of the 20 most common occupations for women and all (15) of the most common occupations for men with enough women to calculate their median earnings, as well as nearly all other occupations for which a gender wage gap can be calculated. Female-dominated occupations tend to have lower median earnings than male-dominated occupations, a pattern which has a particularly pernicious impact on the women who work in the lowest paid female-dominated occupations. Poverty-level wages are especially common for Hispanic women.

While low-wage work can be found across the economy, it is particularly prevalent in jobs that involve the education and care of children, the elderly, and the infirm, work that traditionally was done without pay by women at home, and often continues to be done for pay almost exclusively by women. Many of these jobs are low paid even though workers are expected to have at least a high school diploma and some postsecondary credentials.¹⁶ If women were paid the hourly wage as men of the same age, educational attainment, and rural or urban residence, poverty rates for working women would be cut in half.¹⁷

To improve women’s earnings and reduce the gender earnings gap, women need stronger efforts to ensure nondiscriminatory hiring and pay practices, better training and career counseling, and improved work-family supports. Public policy such as raising the minimum wage, which increases wages in the lowest-paid jobs, is important for women, especially women of color. After making considerable inroads in the 1980s and 1990s, progress towards the greater gender integration of occupations — and towards closing the gender wage gap — has stalled, approximately at the same time as progress towards closing the gender wage gap.¹⁸ Women need better access to well-paid jobs that are currently primarily done by men, and they need higher pay and better conditions for the jobs that are primarily done by women. Investing in the public care infrastructure, such as early childhood education, paid family leave, and facilities for the elderly for example, will not only improve the pay and economic security of workers in those jobs, it will also make it easier for women and men with care responsibilities to stay economically active and advance in their careers.

Table 3: Median Weekly Earnings by Gender Race and Ethnicity for Broad Occupational Groups (Full-Time Workers), 2019

Women Workers		White Women		Black Women		Hispanic Women		Asian Women	
Occupations	Median Weekly Earnings	White Women in Occupations as Percentage of All Women White Workers	Median Weekly Earnings	Black Women in Occupations as Percentage of All Women Black Workers	Median Weekly Earnings	Hispanic Women in Occupations as Percentage of All Women Hispanic Workers	Median Weekly Earnings	Asian Women in Occupations as Percentage of All Women Asian Workers	
All Occupations (100%)	\$899	31,483,000	\$704	8,081,000	\$642	8,616,000	\$1,025	3,563,000	
Management, business, and financial operations occupations	\$1,251	20.7%	\$1,117	14.1%	\$982	12.1%	\$1,499	20.40%	
Professional and related occupations	\$1,103	34.4%	\$944	26.7%	\$957	19.4%	\$1,441	39.29%	
Service occupations	\$562	12.2%	\$523	24.0%	\$511	25.5%	\$576	15.30%	
Sales and related occupations	\$746	8.6%	\$582	7.6%	\$582	9.7%	\$770	5.56%	
Office and administrative support occupations	\$735	18.9%	\$696	18.4%	\$670	19.8%	\$782	12.46%	
Natural resources, construction, and maintenance occupations	\$791	0.7%	\$603	0.8%	\$523	2.6%	N/A	0.36%	
Production, transportation, and material moving occupations	\$640	4.5%	\$592	8.5%	\$530	11.0%	\$592	6.60%	
Male Workers		White Men		Black Men		Hispanic Men		Asian Men	
Occupations	Median Weekly Earnings	White Men in Occupations as Percentage of All Male White Workers	Median Weekly Earnings	Black Men in Occupations as Percentage of All Male Black Workers	Median Weekly Earnings	Hispanic Men in Occupations as Percentage of All Male Hispanic Workers	Median Weekly Earnings	Asian Men in Occupations as Percentage of All Male Asian Workers	
All Occupations (100%)	\$1,147	39,862,000	\$769	7,378,000	\$747	12,611,000	\$1,336	4,334,000	
Management, business, and financial operations occupations	\$1,669	20.7%	\$1,351	10.7%	\$1,240	8.8%	\$1,907	18.6%	
Professional and related occupations	\$1,526	22.1%	\$1,129	16.0%	\$1,262	10.0%	\$1,795	41.4%	
Service occupations	\$745	9.6%	\$597	17.7%	\$604	17.5%	\$668	10.3%	
Sales and related occupations	\$1,104	9.5%	\$763	7.4%	\$774	6.9%	\$844	6.1%	
Office and administrative support occupations	\$850	5.7%	\$655	9.6%	\$708	6.1%	\$843	6.1%	
Natural resources, construction, and maintenance occupations	\$977	15.8%	\$820	12.3%	\$723	29.1%	\$933	5.6%	
Production, transportation, and material moving occupations	\$863	16.6%	\$699	26.4%	\$696	21.6%	\$712	11.9%	

Note: Data for White workers is for Whites, non-Hispanic; data for Black and Asian workers may include Hispanics. Hispanics may be of any race; N/A signifies that the sample size was too small to provide median earnings.

Source: IWPR calculation of unpublished data based on U.S. Department of Labor, Bureau of Labor Statistics. Table A-2. “Usual weekly earnings of employed full-time wage and salary workers by intermediate occupation, sex, race, and Hispanic or Latino ethnicity and Non-Hispanic ethnicity, Annual Average 2019.”

Notes

¹ This fact sheet shows median weekly earnings for full-time (35 hours or more per week) wage and salaried workers ages 16 and older (excluding the self-employed) based on Current Population Survey (CPS) annual averages for the calendar year 2019. Earnings data are made available only where there are an estimated minimum of 50,000 workers in an occupation; many occupations have fewer than 50,000 women and/or men working within them and earnings data are not published; U.S. Bureau of Labor Statistics. 2020. “Household Data Annual Averages Table 39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex.” <<http://www.bls.gov/cps/cpsaat39.pdf>> (accessed February 5, 2020).

² The occupation of ‘financial managers’ is 54.2 percent female, with median weekly earnings for full-time work of \$1,207 for women and \$1,897 for men; three other occupations—‘personal financial advisors’, ‘real estate brokers and sales agents’, and ‘credit counselors and loan officers’—have a gender earnings ratio of 67 percent or less (66.2, 65.7, and 64.7 percent, respectively); IWPR calculation based on U.S. Bureau of Labor Statistics (2019), as above.

³ Another measure of the gender earnings ratio based on median annual earnings for full-time, year-round work, which includes the self-employed and annual bonus and commission payments, was 81.5 percent (a gender wage gap of 18.5 percent) in 2018; 2019 data will not be published until September 2020. See Ariane Hegewisch and Adiam Tesfaselassie. 2019. “The Gender Wage Gap 2018: Earnings Differences by Gender, Race, and Ethnicity.” Fact Sheet, IWPR #C484. Washington, DC: Institute for Women’s Policy Research. <<https://iwpr.org/publications/annual-gender-wage-gap-2018/>>.

⁴ The other occupations where women’s median weekly earnings are marginally higher than men’s and the median weekly gender earnings ratio for full-time work is higher than 100 percent are ‘first-line supervisors of non-retail sales workers’ (with a gender earnings ratio of 101.4% and median weekly earnings for women of \$1,173), ‘stock clerks and order fillers’ (101.5% and \$605, respectively), ‘industrial production managers’ (101.9% and \$1,497, respectively; this occupation is comparatively small for women), and ‘combined food preparation and serving workers, including fast food’ (102.2% and \$467, respectively). Data to allow checking whether these differences are statistically significant are not published.

⁵ See Ariane Hegewisch, Marc Bendick, Barbara Gault, and Heidi Hartmann. 2016. *Pathways to Equity: Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs*. Washington, DC: Institute for Women’s Policy Research, <www.womenandgoodjobs.org> (accessed February 2020). The Carl D. Perkins Vocational and Technical Education Act of 1998 defines a nontraditional occupation for women as one where women are fewer than 25 percent of workers; female-dominated occupations are those in which at least three of four workers are women; male-dominated occupations are those in which at least three of four workers are men.

⁶ Teachers at the same level are generally paid similarly, and it is possible that the weekly wage differential of \$119 shown here is like due to women and men working at different job levels within this broad category for teachers, or more men than women taking on extra duties such as coaching or leading special programs.

⁷ In 2010, differences of employment across occupations explained 32.9 percent of the gender wage gap and differences in the distribution of women’s and men’s employment across industries explained 17.6 percent; Francine D. Blau and Lawrence Kahn. 2017. “The Gender Wage Gap: Extent, Trends, and Explanations” *Journal of Economic Literature* 55(3): 789-865

⁸ See note 5 above for definition of female- and male-dominated occupations. When part-time workers are included, the share of women workers working in female-dominated occupations is lower, at 38.4 percent; the share of men workers in male-dominated occupations is also lower, at 42.8 percent; IWPR calculations based on U.S. Bureau of Labor Statistics. 2019. “Household Data Annual Averages Table 11. Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity.” <<http://www.bls.gov/cps/cpsaat11.htm>> (accessed February 5, 2020).

⁹ When part-time workers are included, 6.4 percent of women work in nontraditional occupations for women, and 5.2 percent of men work in nontraditional occupations for men; source as note 7 above.

¹⁰ See note 5 above for definition of ‘nontraditional’.

¹¹ See Table 3 for source. Earnings in ‘construction and extraction occupations’ are significantly higher for both women and men who are covered by union contracts, and the gender wage gap is smaller; in 2016-2018, the gender earnings ratio for union-covered construction workers was 96.7%, compared with 87.8% for non-union workers; see Ariane Hegewisch and Tanima Ahmed. 2019. “Growing the Number of Women in the Trades.” National Center for Women’s Equity in Employment and Apprenticeship at Chicago Women in the Trades <www.womensequitycenter.org/best-practices> (accessed February 2020).

¹² See Hegewisch et al. (2016) at note 5 above; calculations based on median annual earnings for full-time year-round workers.

¹³ The 2019 federal poverty threshold for a family of four was \$25,926 (\$499 per week for 52 weeks); see U.S. Census Bureau. 2020. “Poverty Thresholds.” <<https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>> (retrieved January 2020). The 2019 SNAP eligibility threshold for a family of four at 130 percent of the poverty is \$2,790 per month (\$644 per week for 52 weeks); see U.S. Department of Agriculture. 2019. “Supplemental Nutrition Assistance Program (SNAP).” <<https://www.fns.usda.gov/snap/eligibility>> (retrieved February 2020).

¹⁴ When including part- as well as full-time workers, 9.2 million women work in occupations with median weekly earnings for women for full-time work below the poverty threshold for a family of four, and just under a million (989,012) men work in occupations with median weekly earnings for full-time work for men below the poverty threshold. A further 23.3 million women are in occupations paying them full-time weekly earnings below SNAP eligibility, compared with 11.7 million men in occupations paying full-time weekly earnings below SNAP eligibility; IWPR calculations based on same source as Table 1.

¹⁵ See U.S. Census Bureau. 2019. “Educational Attainment in the United States: 2018.” <<https://www.census.gov/data/tables/2018/demo/education-attainment/cps-detailed-tables.html>> (accessed March 2020).

¹⁶ For an analysis of the largest female-dominated low-wage occupations, see Elyse Shaw, Ariane Hegewisch, Emma Williams-Barron, and Barbara Gault. 2016. *Undervalued and Underpaid in America: Women in Low-Wage, Female-Dominated Jobs* Washington, DC: Institute for Women’s Policy Research <<https://iwpr.org/publications/undervalued-and-underpaid-in-america-women-in-low-wage-female-dominated-jobs/>> (accessed January 2020).

¹⁷ See Jessica Milli, Ph.D., Yixuan Huang, Heidi Hartmann, Ph.D., Jeff Hayes, Ph.D. 2017. “The Impact of Equal Pay on Poverty and the Economy.” IWPR Briefing Paper #C445; Washington, DC: Institute for Women’s Policy Research <<https://iwpr.org/publications/impact-equal-pay-poverty-economy/>>

¹⁸ See Ariane Hegewisch and Heidi Hartmann. 2014. “Occupational Segregation and the Gender Wage Gap: A Job Half Done.” Scholar’s Paper to Commemorate the 50th Anniversary of the Publication of the Report of President Kennedy’s Commission on the Status of American Women. Washington, DC: U.S. Department of Labor <<http://www.dol.gov/asp/evaluation/reports/WBPaperSeries.pdf>> (accessed January 2020).

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