

Briefing Paper



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Women and Men in the Recovery: Where the Jobs Are Women Recover Jobs Lost in Recession in Year Five

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Overview

While the number of jobs dropped steeply, particularly for men, in the Great Recession, slow job growth has characterized the recovery. In the first two years of the recovery, men saw faster job growth than women. By the third year of recovery, in terms of share of jobs lost that were regained, women's job growth saw pronounced gains and largely caught up to men's. Within the recovery's fourth year, the percentage of lost jobs regained by women overall exceeded that of lost jobs regained by men. The fifth year of recovery saw women surpass their pre-recession levels of employment, while men have not yet made up their recession job losses. As of June 2014, men had regained 90.1 percent of the jobs they lost in the recession and women had regained 136.3 percent of theirs.

This job growth can be attributed to growth in the private sector, as the public sector has been contracting considerably. In the recovery, women and men have gained the most jobs in Professional and Business Services (2.8 million jobs added in the recovery), Education and Health Services (1.9 million jobs added), and Leisure and Hospitality (1.6 million jobs added). In contrast, women and men have lost the highest number of jobs in Government (686,000 jobs lost in the recovery) and Information (132,000 jobs lost). Examining industries by gender, we see that women, who are more concentrated in Government than men, have been hit harder by the job losses in Government. However, strong growth in (non-government) Education and Health Services, the largest industry for women's employment, buoyed their overall employment numbers in the recovery.

The economy is expected to continue to grow at a modest rate. According to the Bureau of Labor Statistics (BLS) projections for the years 2012 to 2022, most of the industries with the biggest job growth in the recovery thus far will continue to have the strongest growth in the future, including Health Care and Social Assistance, Educational Services, and Professional and Business Services. Construction, which began to grow in the third year of the recovery and saw net job gains for the first time in the fifth year of the recovery (7,000 jobs added in the recovery), is also expected to have a high growth rate through 2022 (U.S. Department of Labor 2013). Currently, a significant share of women's employment is concentrated in several of these industries, and women will likely benefit from their expected growth.

Employment and Unemployment in the Recovery

Unemployment for women and men has declined in the recovery.

When the Great Recession officially ended in June 2009, the month that marks the bottom of the business cycle, the unemployment rate was 10.6 percent for men and 8.3 percent for women. By June 2014, the end of the fifth year of recovery, the unemployment rate for women had dropped to 5.9 percent. Men's unemployment rate decreased considerably more, falling from 10.6 percent to 6.3 percent since the start of the recovery. For both genders together, the total unemployment rate had fallen to 6.1 percent. As of June 2014 nearly 9.5 million workers remained unemployed, including 4.3 million women and 5.2 million men (U.S. Department of Labor 2014).

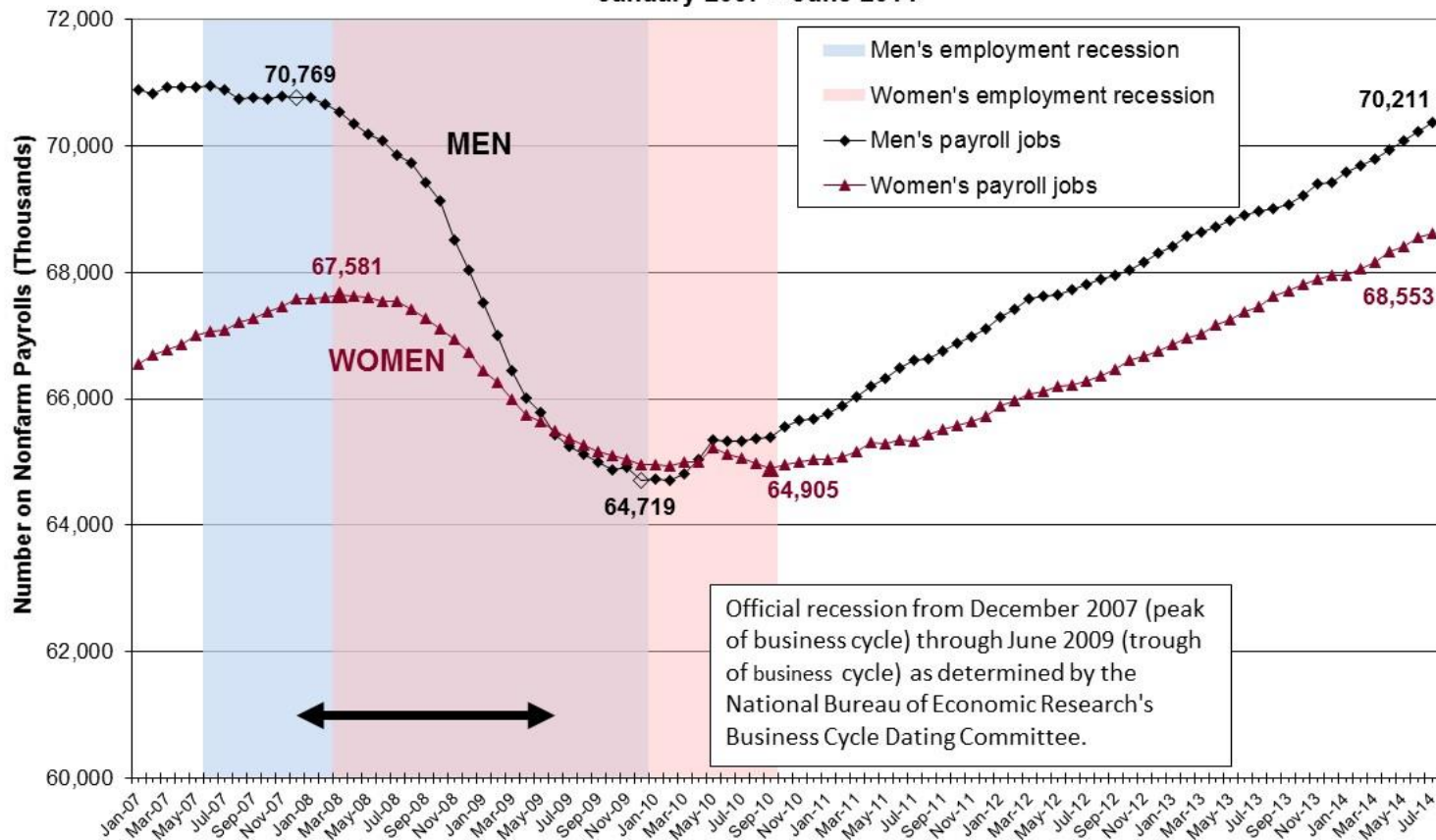
Women and men have slowly been gaining back jobs in the recovery.

The Great Recession was characterized by steep job losses, especially for men, and the recovery has been characterized by slow gains. Figure 1 shows the number of payroll jobs for women and men each month from about a year before the recession began to June 2014. The black horizontal line shows the timing and duration of the recession (as determined by the National Bureau of Economic Research).¹ The data displayed show steep drops in the number of jobs for men and women, especially in the fall of 2008 and early spring of 2009 for men, followed by a slow and fairly steady increase in jobs for both genders with men's gains coming earlier and outpacing women's in the first few years of the recovery. The data also show that men's job losses began before the recession was officially declared, while women's job losses began several months after the beginning of the recession. Similarly, the recovery in the number of jobs began earlier for men (after their jobs trough in December 2009) than it did for women (after their jobs trough in September 2010), but for both women and men the jobs recovery did not begin until months after the recession was declared to be at an end (Figure 1). Although the recovery remains slow, women have surpassed their pre-recession levels of employment, and job growth is ongoing for both women and men.

¹ The business cycle, as established by the National Bureau of Economic Research, is determined by weighing several economic indicators (<http://www.nber.org/cycles/sept2010.htm>), such that the peaks and troughs of employment numbers do not always correspond with those of the business cycle.

Figure 1. Job Loss and Job Growth for Women and Men in the Recession and Recovery

Monthly Number of Women and Men on Payrolls (In Thousands, Seasonally Adjusted),
January 2007 – June 2014



Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (August 1, 2014)

To measure employment progress in the recovery, Table 1 presents the percentage of the jobs men and women lost in the recession that have been regained one, two, three, four, and five years after the recession officially ended.² In the first two years of the recovery, men saw faster job growth. This trend began to shift in the third year of recovery, when women saw increasing job growth. By the fourth year of the recovery, women’s recovery percentage surpassed that of men’s for the first time since the official end of the recession. In the fifth year, women’s recovery continued to outpace men’s; women recovered all of the jobs they lost in the recession and then some (even though they gained a slightly smaller number of jobs than men, relative to their jobs lost, women’s job gains were larger than men’s). By June of 2014, women had regained 136.3 percent of the jobs they lost in the recession whereas men had regained 90.8 percent. Women’s continued faster growth, relative to men’s, can be attributed in part to the

² The jobs lost are measured from December 2007, the beginning of the recession, to the job troughs for each gender (December 2009 for men and September 2010 for women). Job gains are measured from the troughs for each gender to the present (or to the date indicated). The percent recovered is gains/losses.

strong growth in Education and Health Services, an industry largely dominated by women, and in Leisure and Hospitality, a gender-integrated industry. However, men reversed a decline that occurred between years three and four of the recovery in the total number of jobs added, adding 125,000 more jobs in the fifth year of the recovery than were added in the fourth year of the recovery (see Table 5b below). Please note that the data for the number of jobs in June 2014 used here are the finalized numbers as released by the Bureau of Labor Statistics as of September 2014.

Table 1. Rates of Job Recovery for Women and Men

Percentage of Lost Jobs Recovered					
	One Year After Official End of Recession (June 2010)	Two Years After Official End of Recession (June 2011)	Three Years After Official End of Recession (June 2012)	Four Years After Official End of Recession (June 2013)	Five Years After Official End of Recession (June 2014)
Women	Women still losing jobs	16.6%	49.1%	92.3%	136.3%
Men	10.0%	29.2%	49.8%	69.3%	90.8%

Note: This table displays the percent of jobs lost in the recession that have been regained one, two, three, four, and five years after the official end of the recession. The jobs lost in the recession are measured from December 2007, the beginning of the recession, to the jobs trough for each gender (December 2009 for men and September 2010 for women). Job gains are measured from the troughs for each gender to the date indicated. The percent recovered is gains/losses.

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

Where Women and Men are Gaining (and not Gaining) Jobs: A Look at Industries

The private sector is growing, while the public sector is contracting in the recovery.

In June 2014 alone, 260,000 private sector jobs were added to payrolls, while only 7,000 Government jobs were added. The fifth year was the first year of the recovery that Government saw job gains, rather than losses. However, the growth was modest; only 38,000 net new jobs were added between June 2013 and June 2014 (see Tables 2a and 2b below). Overall, Government has lost 686,000 jobs in the five years of the recovery.

The 7,000 net Government jobs added in June 2014 is the sum of 4,000 jobs added for men and 3,000 jobs added for women.

In the recovery, Education and Health Services and Professional and Business Services are the industries with the highest number of job gains, while Government is the top industry for job loss.

Tables 2a and 2b present the number of jobs added for women and men, respectively, in each industry. As shown in Table 2a, women have gained the greatest number of jobs in Education and Health Services (more than 1.3 million jobs) over the course of the recovery, followed by the Professional and Business Services (1,160,000 jobs) and Leisure and Hospitality (735,000 jobs). In the first year of the recovery, Education and Health Services, Professional and Business Services, and Government were the only industries where women gained jobs. In the second year of the recovery, women's employment improved in every industry except Education and Health Services, where women's jobs grew more slowly, and Government, where women lost 345,000 jobs after having gained 71,000 the year before. Over the course of the recovery, Government has been the industry in which women have faced the greatest number of job losses (418,000 net jobs lost). In year three of the recovery, women saw increased job gains in all industries except Government and Information (with 170,000 and 6,000 jobs lost, respectively). In each of the industries experiencing job losses in year three, women saw fewer loss than in year two of the recovery. In year four of the recovery, women again made job gains in all industries except Manufacturing, Information, and Government (with 11,000, 12,000, and 15,000 jobs lost, respectively). In the fifth year of the recovery, women made job gains in every industry, including Government (with 41,000 jobs added), for the first time since the recovery officially began in June 2009. Women also saw increased job growth in year five compared to year four in Mining and Logging; Manufacturing; Trade, Transportation, and Utilities, Information, and Other Services. The leading contributors to women's job growth in the fifth year of the recovery were Professional and Business Services (313,000 jobs gained); Education and Health Services (291,000); Trade, Transportation, and Utilities (241,000); and Leisure and Hospitality (183,000).

Table 2a. Industry Job Growth for Women in the Recovery, by Year

	Women's Job Gains by Industry					
	YEAR 1 June 2009– June 2010	YEAR 2 June 2010– June 2011	YEAR 3 June 2011– June 2012	YEAR 4 June 2012– June 2013	YEAR 5 June 2013– June 2014	Total Change in Jobs
Mining and Logging	0	7,000	9,000	3,000	5,000	24,000
Construction	-76,000	-15,000	12,000	22,000	21,000	-36,000
Manufacturing	-92,000	-30,000	22,000	-11,000	38,000	-73,000
Trade, Transportation, Utilities	-238,000	101,000	137,000	206,000	241,000	447,000
Information	-70,000	-12,000	-6,000	-12,000	5,000	-95,000
Financial Activities	-110,000	-38,000	29,000	21,000	12,000	-86,000
Professional/Business Services	18,000	232,000	245,000	352,000	313,000	1,160,000
Education/Health	212,000	178,000	333,000	331,000	291,000	1,345,000
Leisure/Hospitality	-62,000	138,000	233,000	243,000	183,000	735,000
Other Services	-22,000	2,000	27,000	17,000	27,000	51,000
Government	71,000	-345,000	-170,000	-15,000	41,000	-418,000
Total	-369,000	218,000	865,000	1,157,000	1,177,000	3,048,000

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

Men's top industries are slightly different from women's (Table 2b). Overall, men gained the largest number of jobs in the recovery in Professional and Business Services (1.6 million jobs); Trade, Transportation, and Utilities (1.0 million jobs), Leisure and Hospitality (813,000 jobs); and Education and Health Services (587,000 jobs). As was the case for women, Government served as one of the largest growing industries for men in the first year of the recovery (men gained 113,000 jobs), but became the site of substantial losses in the following four years (losing a total of 381,000 in four years combined). For men, Government is the industry with the greatest number of total job losses in the recovery (a net total of 268,000 jobs lost), followed by Information (36,000 jobs lost). Men experienced more job gains or fewer job losses in every industry, except Government, in year two compared with year one. In year three, compared with year two, men saw 65,000 more jobs added despite experiencing more job gains or fewer job losses in less than half of the eleven industries (Professional and Business Services, Other Services; Financial Activities; and Construction, where men gained more jobs, and Government where their job losses were much smaller in the third year). Despite the growth in jobs in year three, men saw comparatively fewer jobs added in year four. This is a result of fewer jobs added in Professional and Business Services, as well as in those other industries that provided less job growth for men in years three and four compared to numbers from year two. In year five, men strongly improved the number of jobs added compared with year four, adding 125,000 more jobs overall. This increase is due to job gains in all but two of the eleven industries (Information, in

which men lost 25,000 jobs, and Government, in which they lost 3,000 jobs). The increase in jobs gained by men (125,000) from year four to year five was much larger than the 20,000 increase in jobs gained by women during that time.

Table 2b. Industry Job Growth for Men in the Recovery, by Year

	Men's Jobs Gains by Industry					Total Change in Jobs
	YEAR 1 June 2009– June 2010	YEAR 2 June 2010– June 2011	YEAR 3 June 2011– June 2012	YEAR 4 June 2012– June 2013	YEAR 5 June 2013– June 2014	
Mining and Logging	15,000	81,000	54,000	9,000	39,000	198,000
Construction	-422,000	27,000	84,000	187,000	167,000	43,000
Manufacturing	-91,000	210,000	194,000	63,000	101,000	477,000
Trade, Transportation, Utilities	-46,000	358,000	227,000	158,000	339,000	1,036,000
Information	-26,000	-3,000	-4,000	22,000	-25,000	-36,000
Financial Activities	-20,000	36,000	63,000	83,000	49,000	211,000
Professional/Business Services	250,000	356,000	375,000	306,000	336,000	1,623,000
Education/Health	127,000	150,000	129,000	87,000	94,000	587,000
Leisure/Hospitality	17,000	169,000	140,000	295,000	192,000	813,000
Other Services	-36,000	37,000	45,000	23,000	13,000	82,000
Government	113,000	-259,000	-63,000	-56,000	-3,000	-268,000
Total	-119,000	1,162,000	1,227,000	1,177,000	1,302,000	4,749,000

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

Over the five years of recovery, men and women combined have gained the largest number of jobs in Professional and Business Services (2.8 million jobs added), Education and Health Services (1.9 million jobs added), and Leisure and Hospitality (1.5 million jobs added). Men and women have lost the highest number of jobs in Government (686,000 jobs lost) and Information (131,000 jobs lost; Tables 2a and 2b).

Women and men have been hit hard by declining Government jobs in the recovery.

Women in particular have been hit hard by losses in Government jobs because a greater share of women work in Government. As of June 2009, when the recovery began, 19.7 percent of all women on payrolls worked in Government compared with 14.77 percent of men (see Table 4 below). Overall, since the start of the recession women have lost 261,000 Government jobs, compared with a loss of 225,000 for men (see Table 3a). In the 18 months of the recession, total Government jobs (all levels) continued to grow for both women and men. During the five years of the recovery, between June 2009 and June 2014, women lost 418,000 Government jobs, which

accounted for, three of every five government jobs lost (60.9 percent of the 686,000 Government jobs lost, Table 3a). This employment reduction in the public sector contributed in part to the small second dip in the number of payroll jobs reported for women between June and September of 2010. As can be seen in Figure 1, women actually experienced a double-dip recession, when measured by their employment totals (which men did not).

Table 3a. Women’s and Men’s Jobs in Government, by Level of Government, 2007–2014

	Change in Number Of Government Jobs on Payrolls During the Great Recession and Recovery			
		Women	Men	Total
Recession: December 2007–June 2009	Federal	41,000	17,000	58,000
	State	-38,000	75,000	37,000
	Local	154,000	-49,000	105,000
	All levels	157,000	43,000	200,000
Recovery: June 2009–June 2014	Federal	-49,000	-50,000	-99,000
	State	27,000	-142,000	-115,000
	Local	-396,000	-76,000	-472,000
	All levels	-418,000	-268,000	-686,000
Total: December 2007–June 2014	Federal	-8,000	-33,000	-41,000
	State	-11,000	-67,000	-78,000
	Local	-242,000	-125,000	-367,000
	All levels	-261,000	-225,000	-486,000

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

The large cuts in Government jobs seen in the present recovery stand in strong contrast to the Government jobs added in the aftermath of the 2001 recession, when 366,000 Government jobs (largely at the local level) were added in the three years following the recession’s official end (Table 3b).

Since the start of the Great Recession in 2007, Government jobs have declined in total by 486,000, whereas Government jobs were up by 747,000 after three years of recovery from the 2001 recession (Table 3a and Table 3b). At the very least, if Government spending were not contracting, an additional 486,000 people would likely be employed today.

Table 3b. Women’s and Men’s Jobs in Government by Level of Government, 2001–2004

	Change in Number of Government Jobs on Payrolls During the 2001 Recession and Recovery			
		Women	Men	Total
Recession: March 2001–November 2001	Federal	-12,000	16,000	4,000
	State	83,000	42,000	125,000
	Local	268,000	-16,000	252,000
	All levels	339,000	42,000	381,000
Recovery: November 2001–November 2004	Federal	32,000	-64,000	-32,000
	State	-15,000	36,000	21,000
	Local	150,000	227,000	377,000
	All levels	167,000	199,000	366,000
Total: March 2001–November 2004	Federal	20,000	-48,000	-28,000
	State	68,000	78,000	146,000
	Local	418,000	211,000	629,000
	All levels	506,000	241,000	747,000

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

At the recovery’s start, women were slightly more concentrated than men in industries with comparatively strong recoveries.

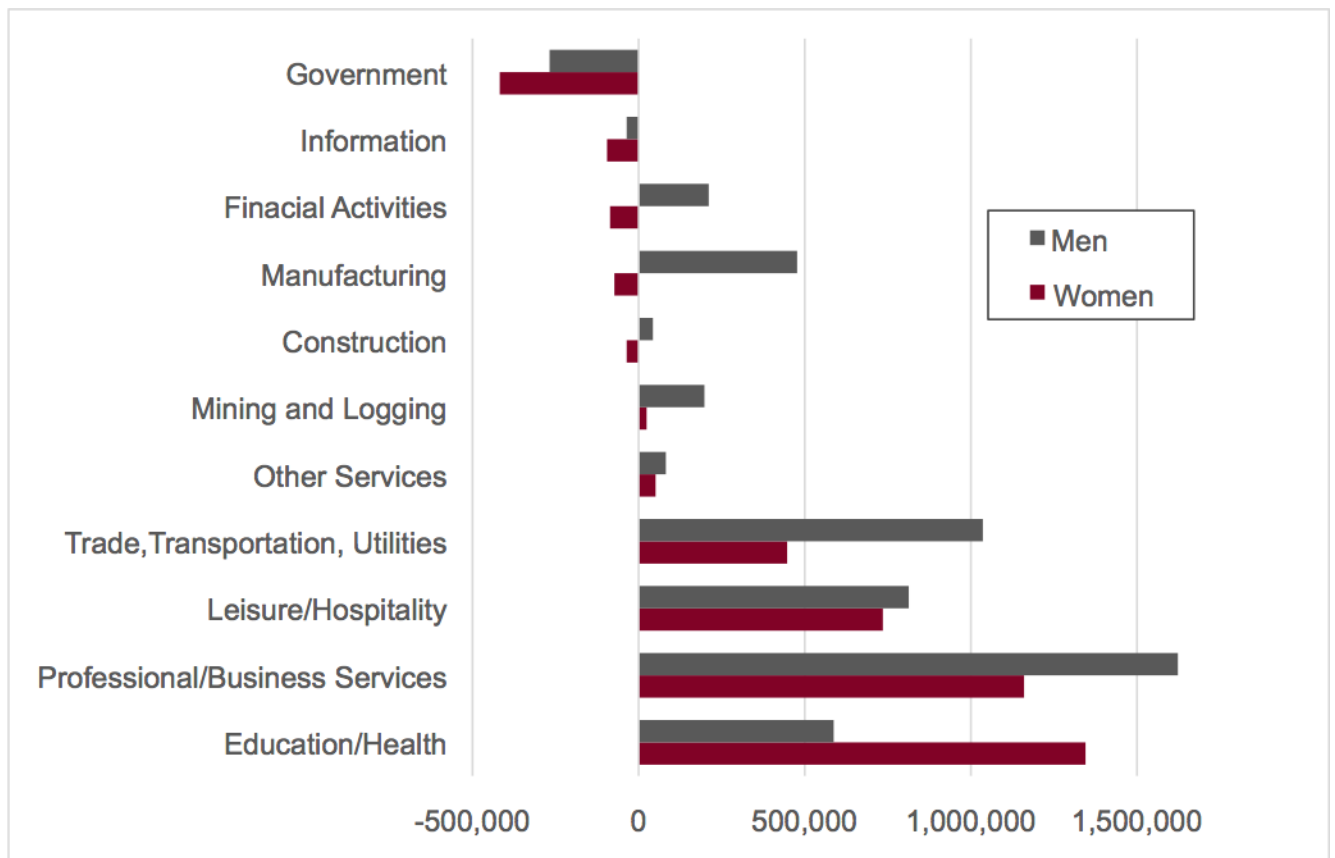
In the private sector, women’s employment was slightly more concentrated in industries experiencing strong growth during the recovery (Table 4). Three of every five (60.5 percent) jobs held by women in June 2009 were concentrated in four private sector industries (Education and Health Services at 23.1 percent; Trade, Transportation, and Utilities at 15.6 percent; Professional and Business Services at 11.3 percent; and Leisure and Hospitality at 10.5 percent). Each of these industries has seen positive growth throughout the recovery (when considering annual totals, only Education and Health Services grew in virtually every month). In comparison, 58.5 percent of men’s jobs were concentrated in their top four private sector industries (Trade, Transportation, and Utilities at 22.4 percent; Professional and Business Services at 13.8 percent; Manufacturing at 12.8; and Leisure and Hospitality at 9.5 percent). Three of these are also the top industries for women’s jobs and experienced positive growth in the five years of the recovery. However, Manufacturing (the one top industry men do not share with women) grew much more slowly at 3.4 percent over five years compared with Education and Health Services which grew at 9.9 percent and was a top private sector industry for women, but not for men.

In the recovery, women particularly benefited from growth in (non-government) Education and Health Services.

In the recovery, Education and Health Services has seen one of the largest growth rates in employment, increasing 9.9 percent between June 2009 and June 2014 (Figure 2, Table 4). This industry is also the largest industry for women’s employment, meaning women have benefited

more than men from its strong recovery. Over 1.9 million jobs in Education and Health Services have been added since the recession ended, with over 1.3 million (69.6 percent) of those jobs going to women (IWPR analysis of CES data; see Figure 2, Tables 5a and 5b below). Since June 2009, there has been only one month (September 2010) in which the Education and Health Services industry did not gain jobs (instead losing 5,000 jobs). It was the only industry that did not cumulatively lose any jobs during the recession and within the first year of the recovery (U.S. Department of Labor 2013). This large and consistent growth in the Education and Health Services sector has played a large role in women’s employment recovery. Only 6.7 percent of men were employed in this industry at the start of the recovery, compared with 23.1 percent of women (Table 4).

Figure 2. Women’s and Men’s Job Gains/Losses by Industry, June 2009–June 2014



Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

At the recovery’s start, higher shares of men were employed in private sector industries that contracted in the recovery.

Compared to women, men were more likely be employed in the industries that saw job losses in the recovery. Although the Mining and Logging industry has seen the largest employment growth rate over the course of the recovery (with the number of jobs increasing 32.4 percent), very few men or women are employed in that industry, and thus its impact on overall

employment growth is rather minimal (Table 4). The Professional and Business Services industry was fairly evenly populated by men and women workers at the start of the recovery and has seen the fastest growth rate for large industries. Employment in this industry, which includes temporary help service firms, increased by 16.9 percent. Men, however, are more likely than women to be employed in Construction (an employment increase of only 0.1 percent in the recovery) and Information (an employment decrease of 4.7 percent in the recovery), the two private sector industries experiencing the worst cumulative jobs record in the recovery (Table 4).

Table 4. Industry Job Growth Rates in the Recovery and Gender Distribution of Jobs

	Rate of Job Change June 2009–June 2014	Female Distribution June 2009		Male Distribution June 2009		
		Rank	Rank	Rank	Rank	
Mining and Logging	32.4%	1	0.1%	11	0.90%	11
Professional/Business Services	16.9%	2	11.3%	4	13.77%	3
Leisure/Hospitality	11.8%	3	10.5%	5	9.49%	5
Education/Health	9.9%	4	23.1%	1	6.71%	7
Trade, Transportation, Utilities	6.0%	5	15.6%	3	22.42%	1
Manufacturing	3.4%	6	5.1%	7	12.78%	4
Other Services	2.5%	7	4.3%	8	3.87%	9
Financial Activities	1.6%	8	7.1%	6	4.86%	8
Construction	0.1%	9	1.2%	10	7.96%	6
Government	-3.0%	10	19.7%	2	14.77%	2
Information	-4.7%	11	1.8%	9	2.49%	10

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

Within each industry, women are either losing more jobs or gaining fewer jobs than men.

Overall, women have recovered a greater percentage of jobs lost than men have, mostly due to their higher concentration in specific private sector industries that have experienced growth throughout the recovery (especially health care). Within each industry, however, women have actually fared worse than men when it comes to job growth. In every industry, women have either lost proportionately more jobs or gained proportionately fewer jobs than men (Table 5). Mining and Logging, Financial Activities, and Manufacturing have the largest gender gap in job growth/loss in the recovery. In these industries, men have respectively gained 8.9, 8.5, and 7.9 percent more jobs than women. Mining and Logging and Manufacturing are industries dominated by men, where employment has been growing relatively fast. Although Financial Activities is a sizeable industry for women, women’s employment in this industry decreased 1.9 percent while men’s increased 6.6 percent. Even in Education and Health Services, a growing industry dominated by women, men’s employment increased by 13.4 percent, while women’s

employment increased by only 8.9 percent during the recovery, for a gender gap of 4.5 percent in job growth. Additionally, the average gender gap in job/growth loss in the recovery across all industries has been increasing as the recovery progresses. In 2012, the average gender gap was 3.9 percentage points. In 2013, this number increased to 4.4 percent. It increased yet further to 4.6 percent in 2014. Thus, women’s overall greater recovery success (in terms of employment resurgence) is largely because they were more likely to work in certain industries that have had the strongest recovery. Nonetheless, men had advantages within each industry.

Table 5. Industry Job Growth with Rates by Gender in the Recovery

	Percent Change in Payroll Jobs by Industry and Gender		
	Female job change June 2009 – June 2014 (a)	Male job change June 2009 – June 2014 (b)	Difference (a-b)
Mining and Logging	24.7%	33.6%	-8.9%
Professional/Business Services	15.6%	18.0%	-2.4%
Leisure/Hospitality	10.7%	13.1%	-2.4%
Education/Health	8.9%	13.4%	-4.5%
Trade, Transportation, Utilities	4.4%	7.1%	-2.7%
Other Services	1.8%	3.2%	-1.4%
Financial Activities	-1.9%	6.6%	-8.5%
Manufacturing	-2.2%	5.7%	-7.9%
Government	-3.2%	-2.8%	-0.5%
Construction	-4.5%	0.8%	-5.3%
Information	-8.1%	-2.2%	-5.9%

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

For women, strong and nearly continuous growth in Education and Health Services over the course of the recovery has buoyed employment numbers. Conversely, substantial overall public sector job cuts have disproportionately affected women in the recovery period. Were it not for women’s strong presence in a few growing industries, women would have fared much worse in comparison to men than they did in the recovery, since in *every* industry men’s rate of employment growth has been higher than women’s.

Women and men are gaining the most jobs in industries with mid-level wages on average.

Both women and men have seen the most gains in employment in industries whose average weekly earnings for non-supervisory workers are below \$25 per hour (about \$50,000 for full-time, year-round work). The industries with the highest average hourly earnings have seen either smaller job gains and/or job losses for both women and men (Table 6, Figures 3a and 3b). While

both women and men saw the most job gains in the same four industries (Professional and Business Services; Education and Health Services; Leisure and Hospitality; and Trade, Transportation and Utilities), men show more job growth across more industries while women’s job growth has been concentrated in fewer industries. Men and women both experienced good job growth in Professional and Business Services (an industry with an hourly wage just below \$25 per hour at \$24.23 per hour). Both women and men have seen similar job gains in Leisure and Hospitality, which is the lowest paying industry at \$12.06 per hour. For the two industries with the highest wages, Information (with the highest earnings at \$28.78 per hour) and Government (at \$27.04 per hour), both women and men have lost jobs. In another high wage industry with small numbers of jobs for both women and men, Mining and Logging (at \$26.88 per hour), both women and men gained jobs. Women have, however, lost more jobs in the industries with some of the higher wages where men have gained jobs, such as in Financial Activities (\$24.70 per hour) and Construction (\$24.67 per hour), and also Manufacturing at a somewhat lower average wage (\$19.56 per hour), but still well above the bottom.

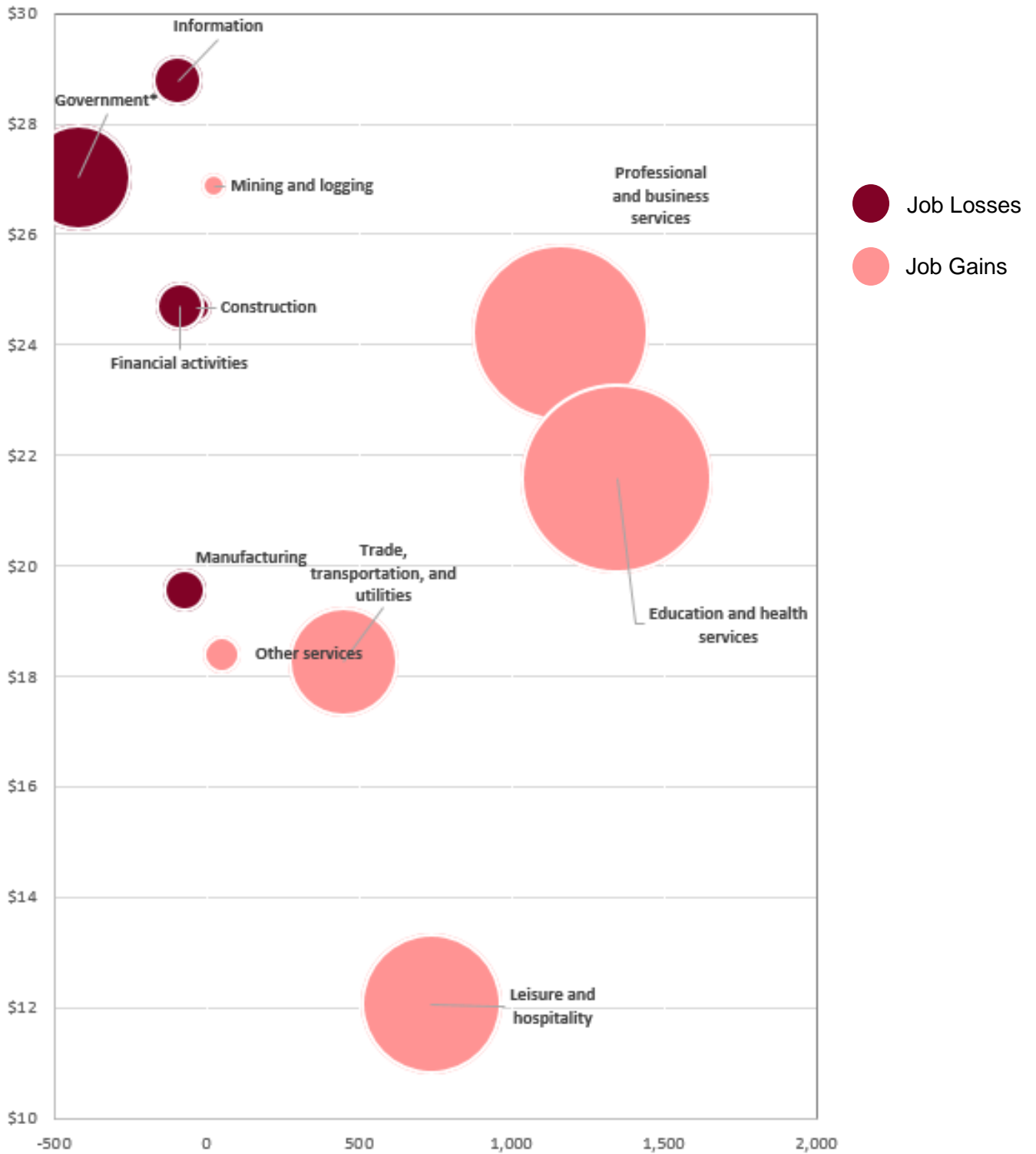
Table 6. Industry Job Growth with Earnings by Gender in the Recovery

	Total Change in Jobs		Average Hourly Earnings
	Women	Men	
Information	-95,000	-36,000	\$28.78
Government	-418,000	-268,000	\$27.04
Mining and Logging	24,000	198,000	\$26.88
Financial Activities	-86,000	211,000	\$24.70
Construction	-36,000	43,000	\$24.67
Professional/Business Services	1,160,000	1,623,000	\$24.23
Education/Health	1,345,000	587,000	\$21.58
Manufacturing	-73,000	477,000	\$19.56
Other Services	51,000	82,000	\$18.40
Trade, Transportation, Utilities	447,000	1,036,000	\$18.27
Leisure/Hospitality	735,000	813,000	\$12.06

Note: Government average hourly earnings measured as of May 2013 and inflated to June 2014 dollars. All other average hourly earnings measured as of June 2014.

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

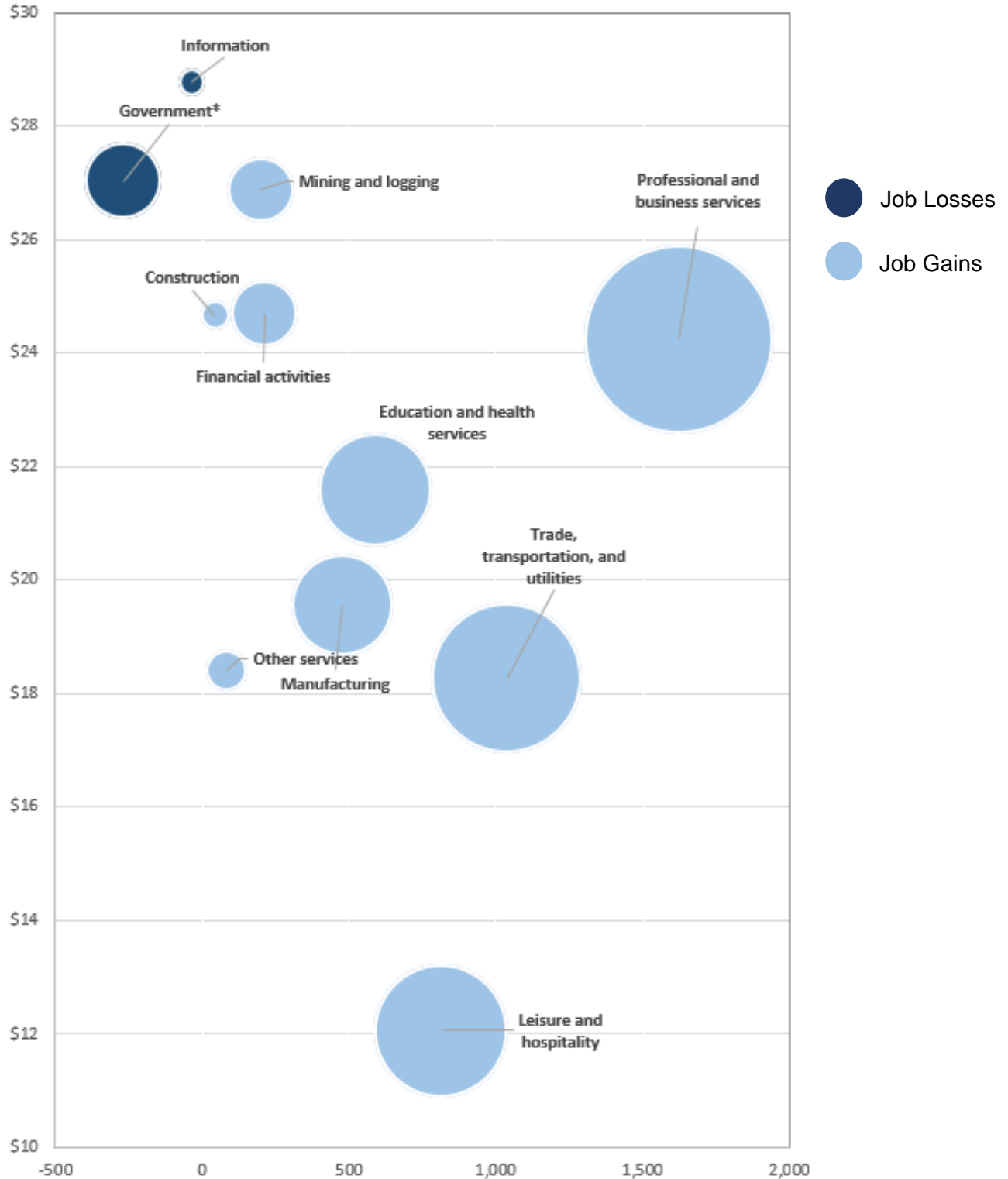
Figure 3a. Change in Women's Jobs on Payrolls, June 2009 to June 2014 by Hourly Wage Level for Nonsupervisory Workers (June 2014)



Note: Government wages from May 2013 inflated to June 2014 dollars.

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014)

Figure 3b. Change in Men’s Jobs on Payrolls, June 2009 to June 2014 by Hourly Wage Level for Nonsupervisory Workers (June 2014)



Note: Government wages from May 2013 inflated to June 2014 dollars.

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (September 5, 2014).

Expectations for the Future

After a slump in GDP growth during the first quarter of 2014 (a 2.1 percent decrease at least partially due to very severe weather), the United States' economy saw considerable improvement in the second quarter with an increase of 4.6 percent (Bureau of Economic Analysis 2014). Still, the economy's growth overall is expected to continue modestly for the immediate future. The Congressional Budget Office (CBO) projects that economic growth for 2014 will be slow, but will increase up to a moderate pace in the years that follow. For the period from the fourth quarters of 2014 to 2016, the CBO projects an annual average rate of growth in GDP of 3.4 percent (CBO 2014). Similarly, the Organization for Economic Co-operation and Development (OECD) estimates a 2.6 percent growth in GDP for 2014 and 3.5 percent in 2015 (OECD 2014a). According to the OECD, private consumptions is projected to increase 3 percent in 2014 and 3.2 percent in 2015 (OECD 2014b). The Conference Board has slightly less optimistic projections, estimating that the United States' GDP will grow by 2.1 percent in 2014 and 2.6 percent in 2015. Consumer spending is expected to increase by 2.3 percent in 2014 and 2.4 percent in 2015, while capital spending is projected to increase by 6.0 percent in 2014 and 5.3 percent in 2015 (The Conference Board 2014).

According to Bureau of Labor Statistics employment projections, the Education and Health Services Industry is expected to add the largest number of jobs in the post-recession period, adding over 5.6 million jobs and growing 27.9 percent between 2012 and 2022. The Construction industry is expected to have the highest rate of growth, growing 28.8 percent and adding 1.6 million new jobs between 2012 and 2022. Together with Professional and Business Services (19.4 percent and 3.5 million jobs), these three industries combined are projected to account for nearly three-quarters of the projected job growth from 2012 to 2022 (Henderson 2013). Mining (15.1 percent growth and 121,200 jobs between 2012 and 2022), Financial Activities (9.6 percent and 751,000 jobs), and Leisure and Hospitality Services (9.4 percent and 1.3 million jobs), are also among the industries with the largest projected growth rates (Henderson 2013).

While some of these growing areas are dominated by men (e.g., the Construction and Mining industries), they are smaller than the Education and Health Services industry, and will add less to the jobs recovery (Henderson 2013). In total, BLS estimates an overall job growth of 10.8 percent, or 15.6 million new jobs, from 2012 to 2022 (Richards and Terkanian 2013).

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