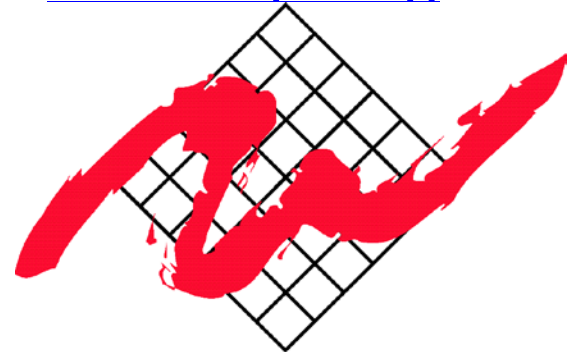


The Wage Gap and Occupational Segregation

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About IWPR

Mission:

The Institute for Women's Policy Research:

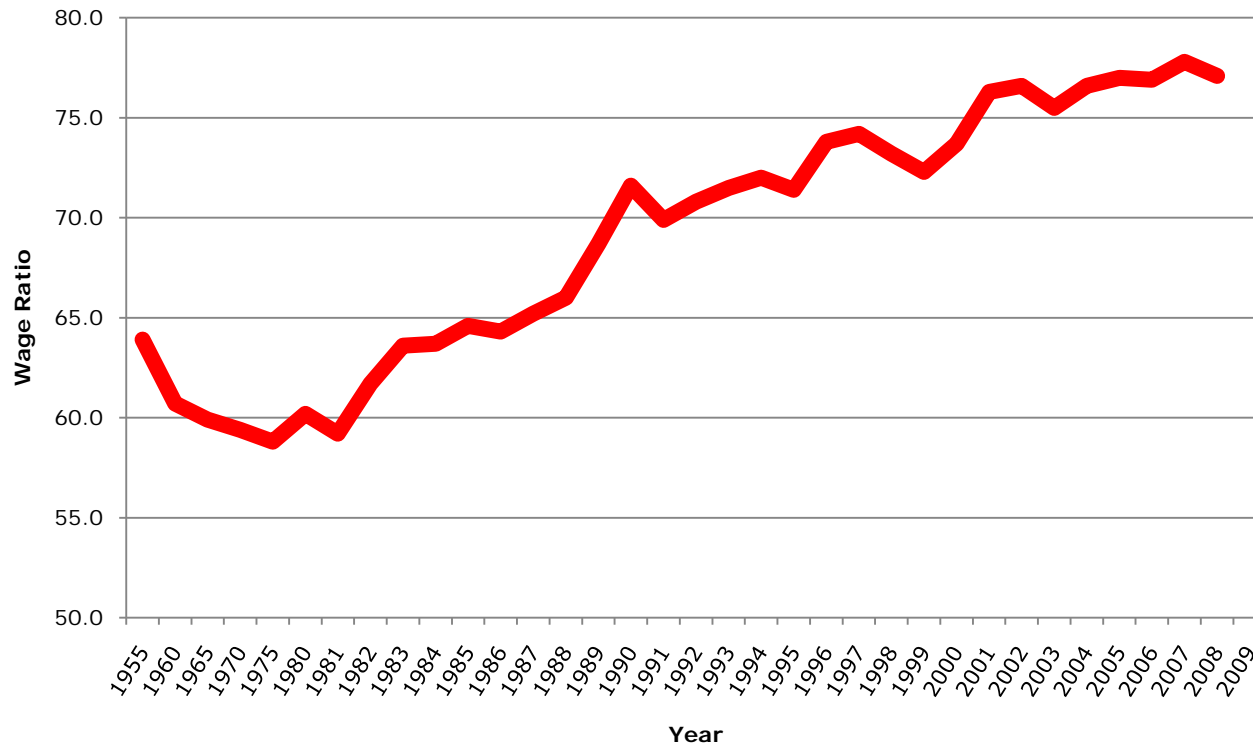
conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies.

▶ Program Areas:

- Poverty, Welfare, & Income Security
 - Work & Family
 - Employment, Education, & Economic Change
 - Health & Safety
 - Democracy & Society
- 

The Pace of Change in Closing the Wage Gap Has Slowed

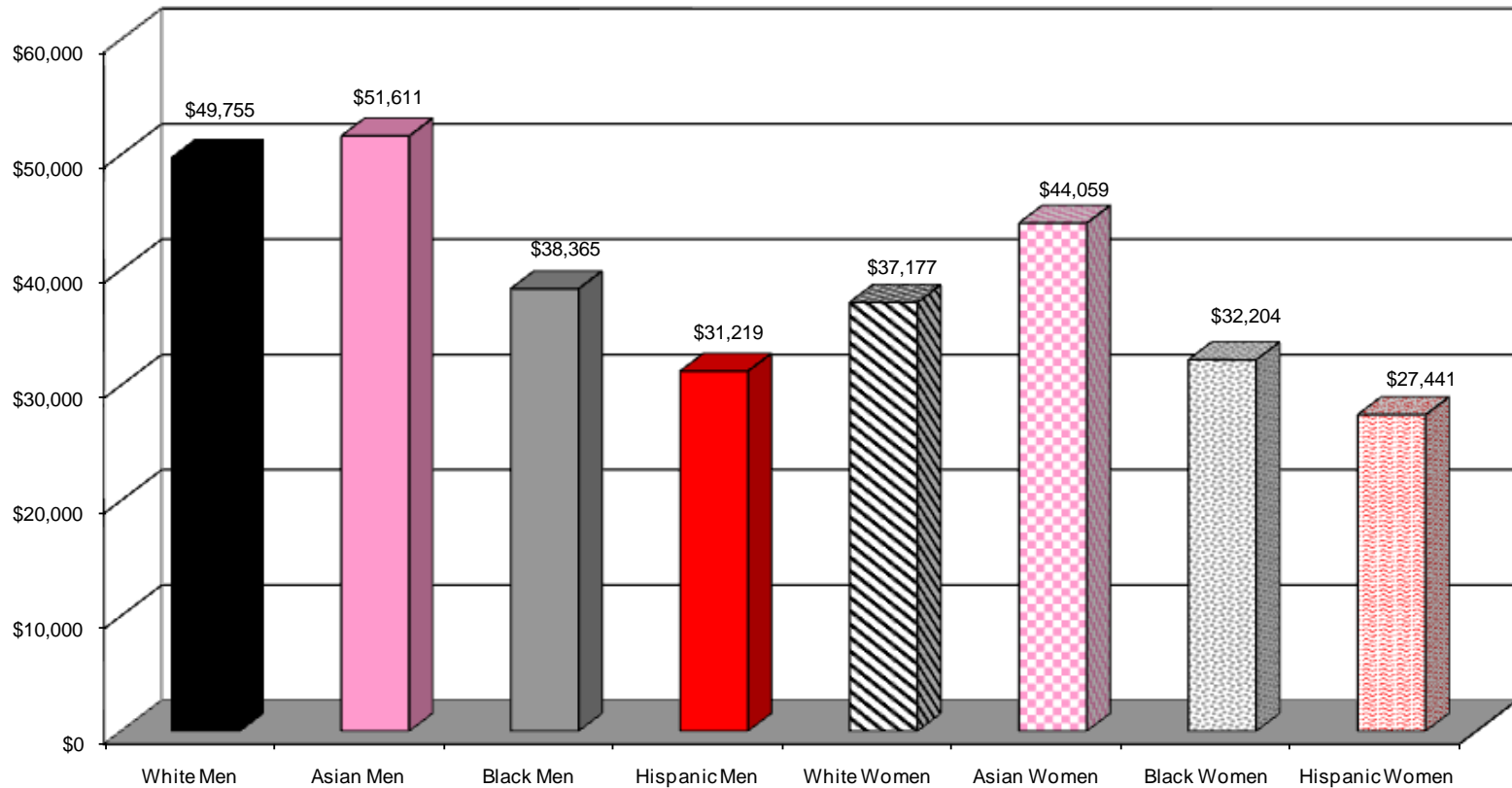
The Gender Earnings Ratio, 1955-2009, Full-Time Workers



Sources: Annual data: 1955: Francine D. Blau and Marianne A. Ferber, *The Economics of Women, Men, and Work*, 2nd ed. (Englewood Cliffs, NJ: Prentice-Hall, 1992), Table 5.6 1960 through 2007; U.S. Census Bureau, *Income, Poverty, and Health Insurance Coverage in the United States: 2009*, Table A-4. Weekly data: 1970 and 1975: Blau and Ferber (1992), Table 5.6; 1980 through 2005: U.S. Bureau of Labor Statistics, *Highlights of Women's Earnings in 2005*, Table 13; 2006 and 2007: U.S. Bureau of Labor Statistics, *Usual Weekly Earnings Summary*, January 2008, Table 6; 2008: U.S. Bureau of Labor Statistics, *Employment and Earnings*, January 2009.

Race and Gender Differences are Still Very Significant. White and Asian American Men Earn the Most. Hispanic Women Earn the Least.

Median Annual Earnings of Men and Women Employed Full-Time, Year-Round
by Race/Ethnicity, 2008

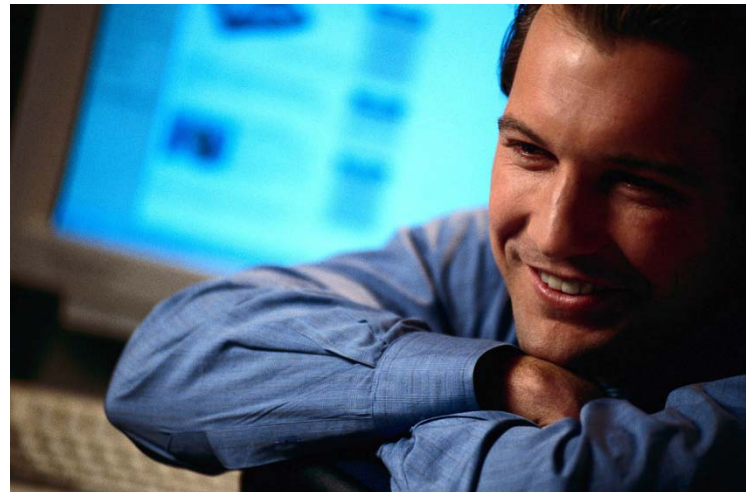


Source: IWPR extracted from US Census Bureau 2009

Women's Accumulated Losses Are Large Across 15 Years (1983–1998)

- ▶ Women: \$273,592
- ▶ Men: \$722,693
- ▶ Ratio: 38 percent
- ▶ Gap: 62 percent
- ▶ Accumulated Loss \$499,101

Life-time earnings: includes years out of labor force and years of part-time work



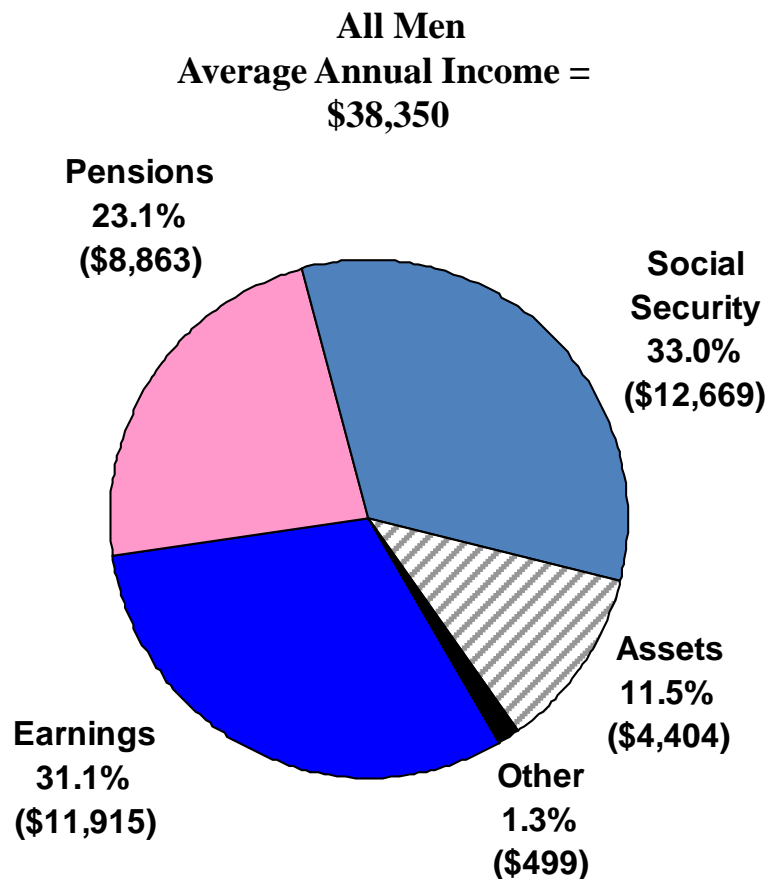
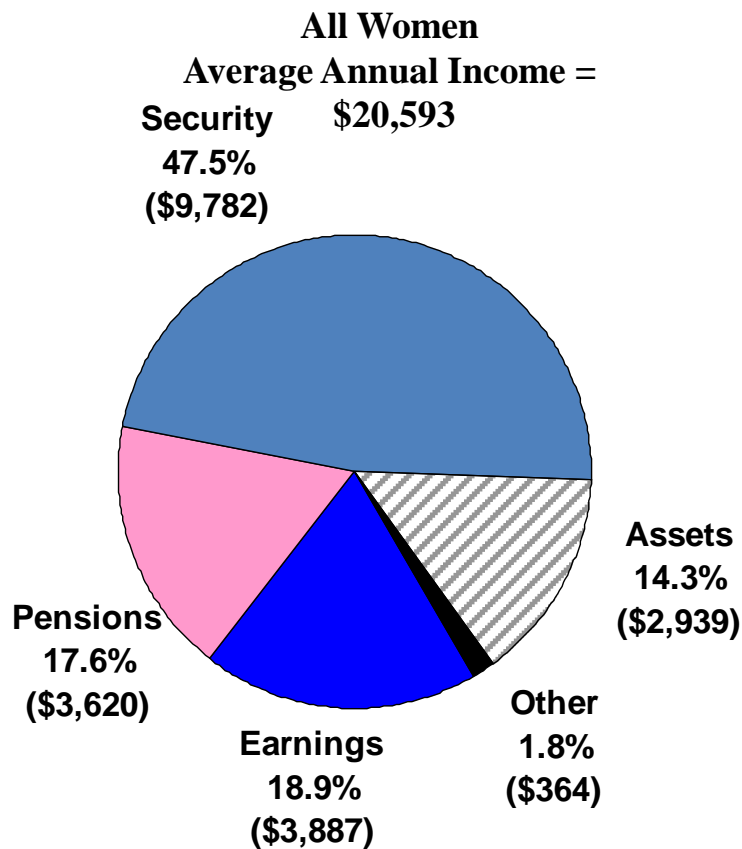
Source: Rose, Stephen J. and Heidi I. Hartmann. 2004. *Still A Man's Labor Market: The Long-Term Earnings Gap*. Washington, DC: Institute for Women's Policy Research.



Women's Lower Life-time Earnings have Consequences for their Retirement Years.

Average Income Amounts by Source for Older Women and Men

(Aged 65 and Older)

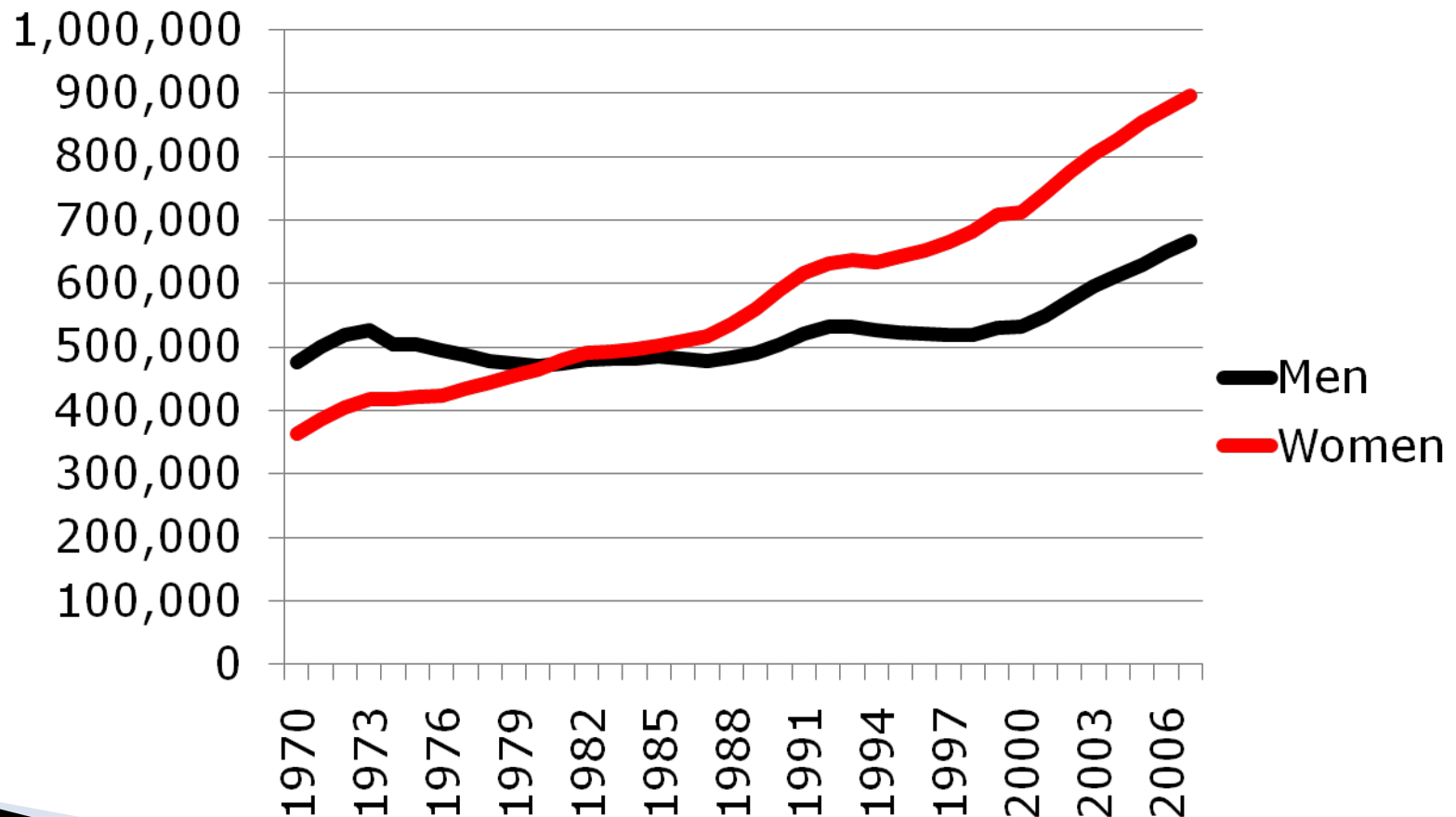


Source: Lee, Harshbenn, and Finkle 2001 based on the US Census Bureau's 2006 Annual Social and Economic Supplement.

Note: Benefits, income, and earnings data are for calendar years 2001-2004 in 2004 constant dollars. Percentages are calculated based on average annual incomes for each source including zero values. Average amounts for each source are in parentheses.



Number of Men and Women With Bachelor's Degrees (1970–2007)



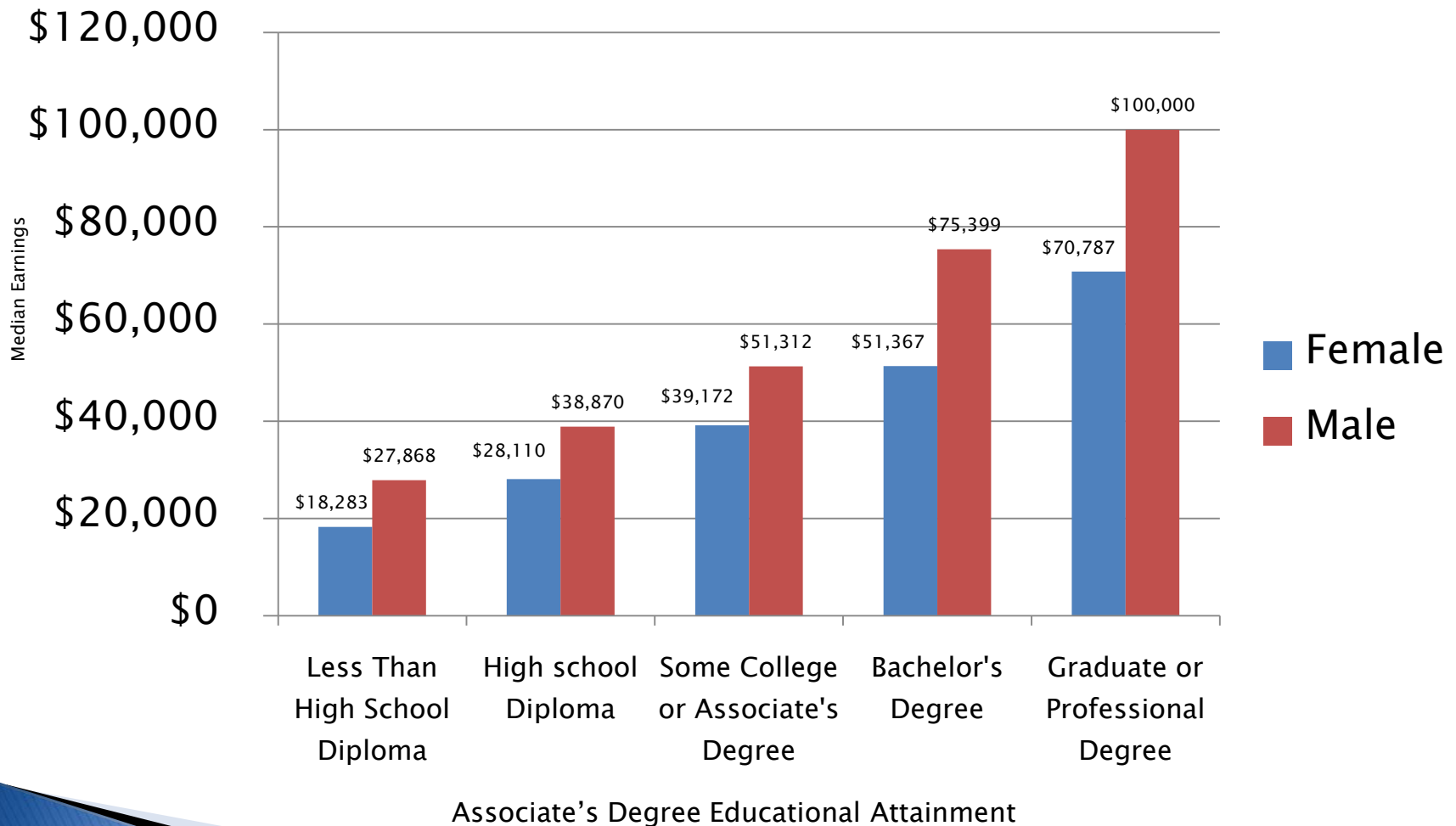
SOURCE: U.S. Department of Education, National Center for Education Statistics, *Earned Degrees Conferred*, 1869–70 through 1971–72, 1973–74, 1975–76; *Projections of Education Statistics to 2018*; Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1965–66 through 1985–86; and 1986–87 through 2007–08 Integrated Postsecondary Education Data System, "Completions Survey" (IPEDS-C:87–99), and Fall 2000 through Fall 2008.

Women Have Surpassed Men in Overall Postsecondary Ed Attainment

Percent with Some Postsecondary Education



Women in the Washington D.C. Region Need More Education to Earn What Men Do

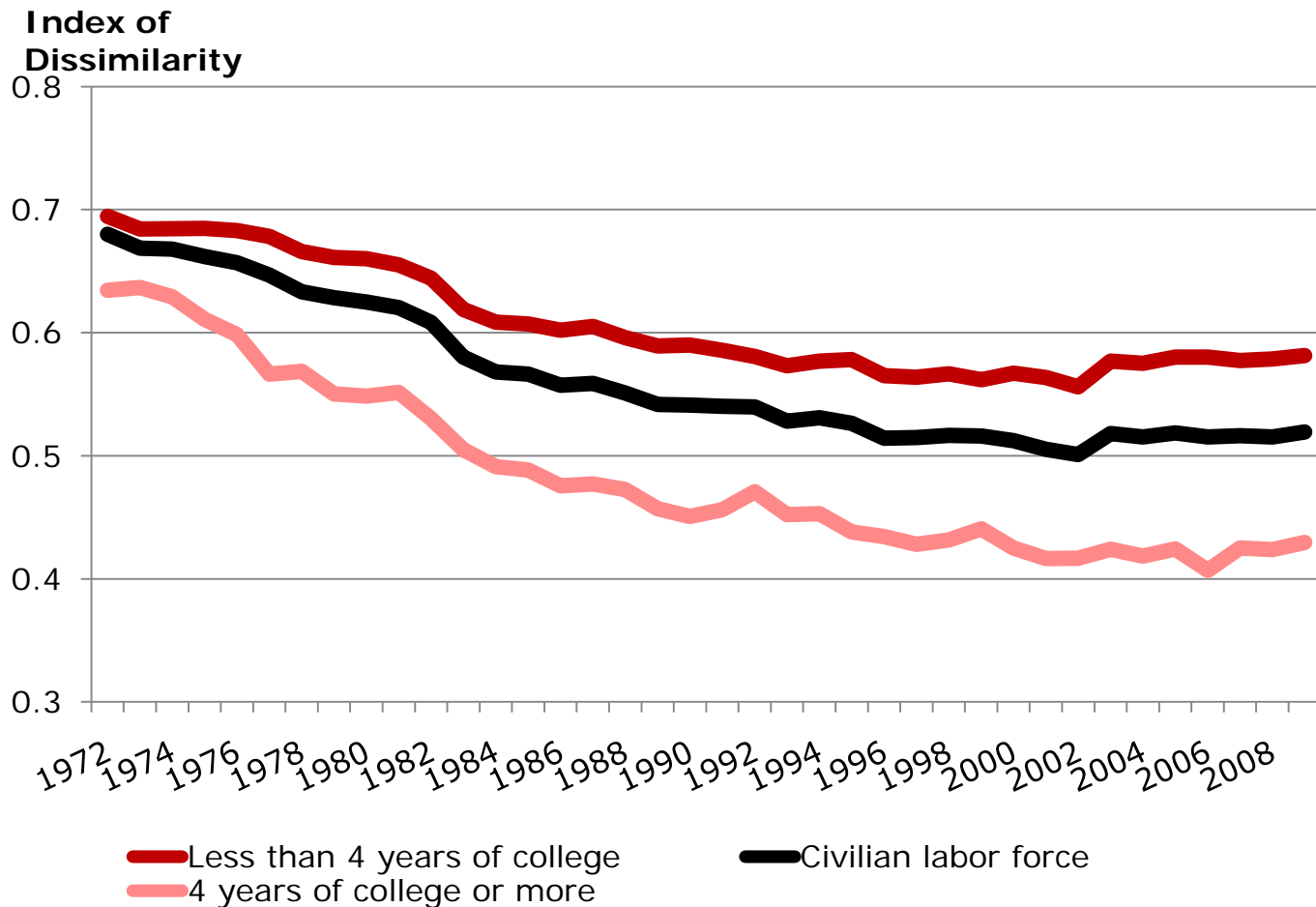


Source: 2010 Portrait of Women & Girls in the Washington Metropolitan Area, Washington Area Women's Foundation

Weekly Earnings by Gender Compositions of Jobs

	Male– Dominated Occupations (25 percent or less female)	Mixed Occupations (25.1 to 74.9 percent female)	Female– dominated occupations (75 percent or more female)	Wage Ratio
Low–skilled	\$553	\$435	\$408	73.8%
Medium– skilled	\$752	\$735	\$600	79.8%
High–skilled	\$1,424	\$1,160	\$953	66.9%

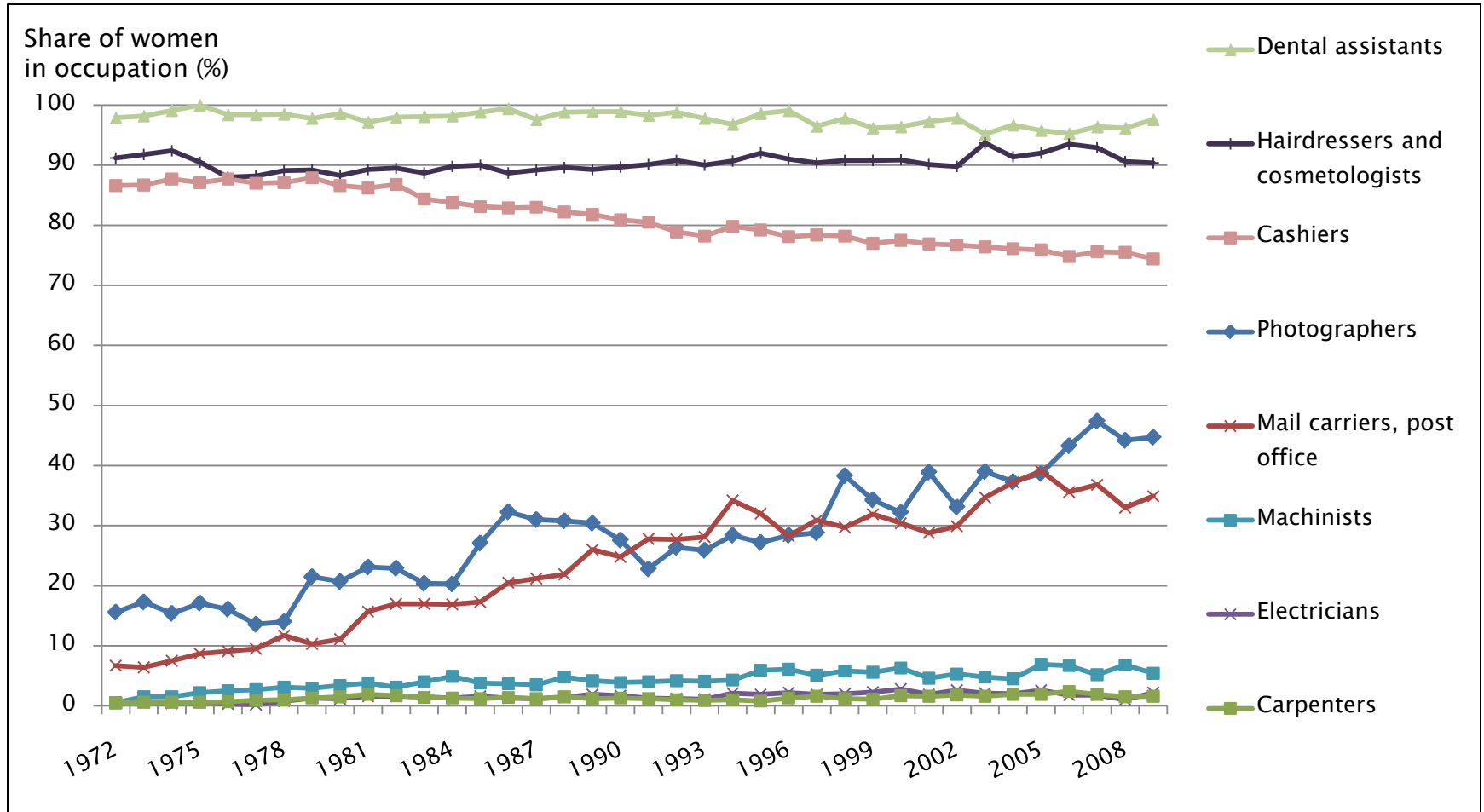
Occupational Gender Integration Has Stalled [The Index of Dissimilarity, 1972–2009]



Notes: Occupations are consistently classified according to the 1990 Census occupational classification. The analysis is restricted to the civilian labor force, and to workers aged 25 to 64, as it is reasonable to expect that persons in this age group have generally completed their schooling and have not yet retired.

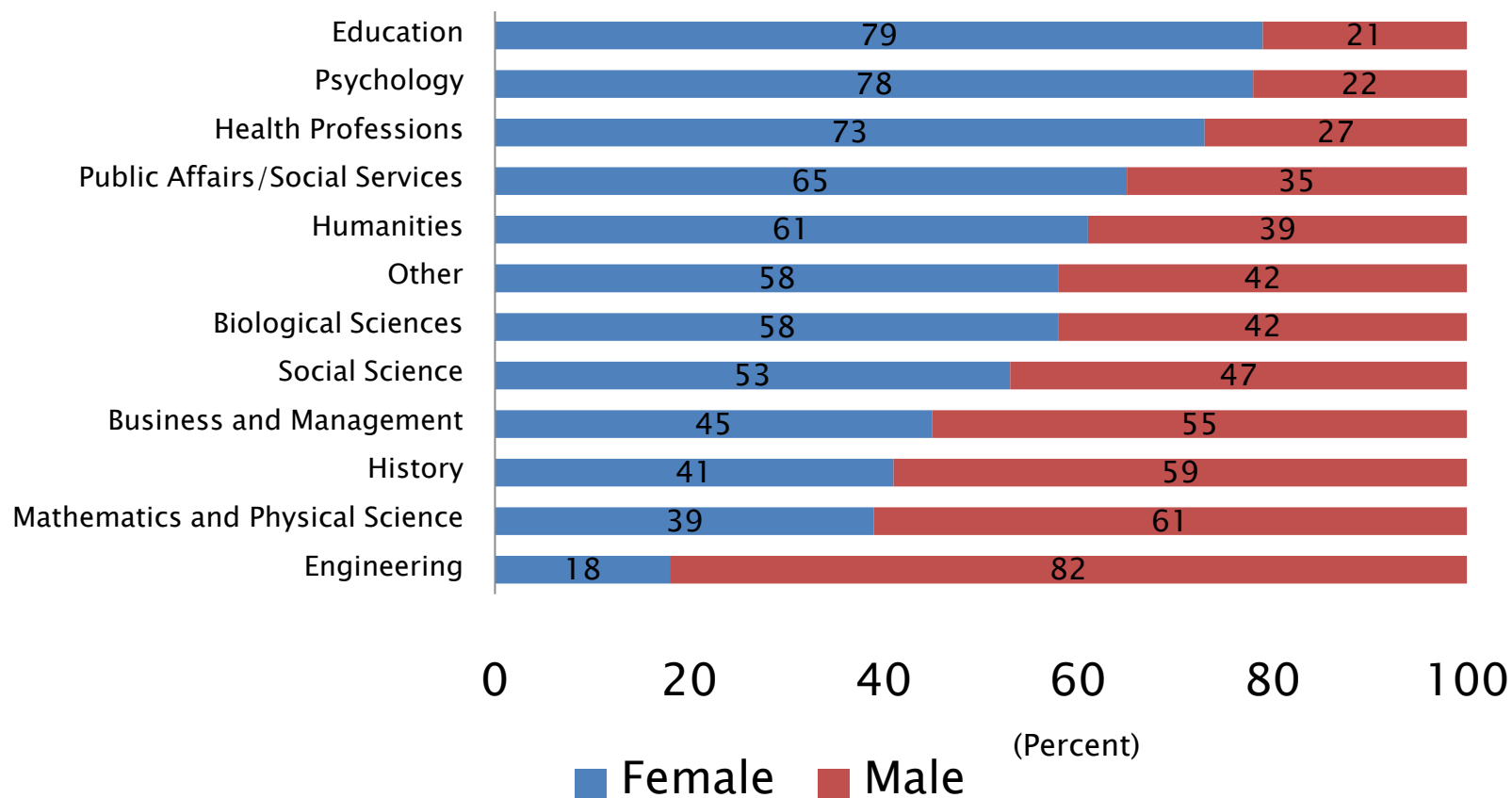
Source: Current Population Survey, March Annual Social and Statistical Supplement (ASEC), as provided by Miriam King, Steven Ruggles, Trent Alexander, Donna Leicack, and J. Morgan Sobek (2009).

Share of Women in Selected Occupations Requiring Less than Four Years of College, 1972-2009



Source: IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics, "B-20. Employed persons by detailed occupation, sex, and race, 1972-81;" "Employed persons by detailed occupation, sex, and race (1982);" "Employed persons by detailed occupation and sex, 1983-2002 annual averages;" "Employed persons by detailed occupation and sex, annual averages 2000-09." Data from the Current Population Survey.

Gender Composition of Undergraduate Majors of 1999–2000 Bachelor's Degree Recipients Employed Full Time* in 2001

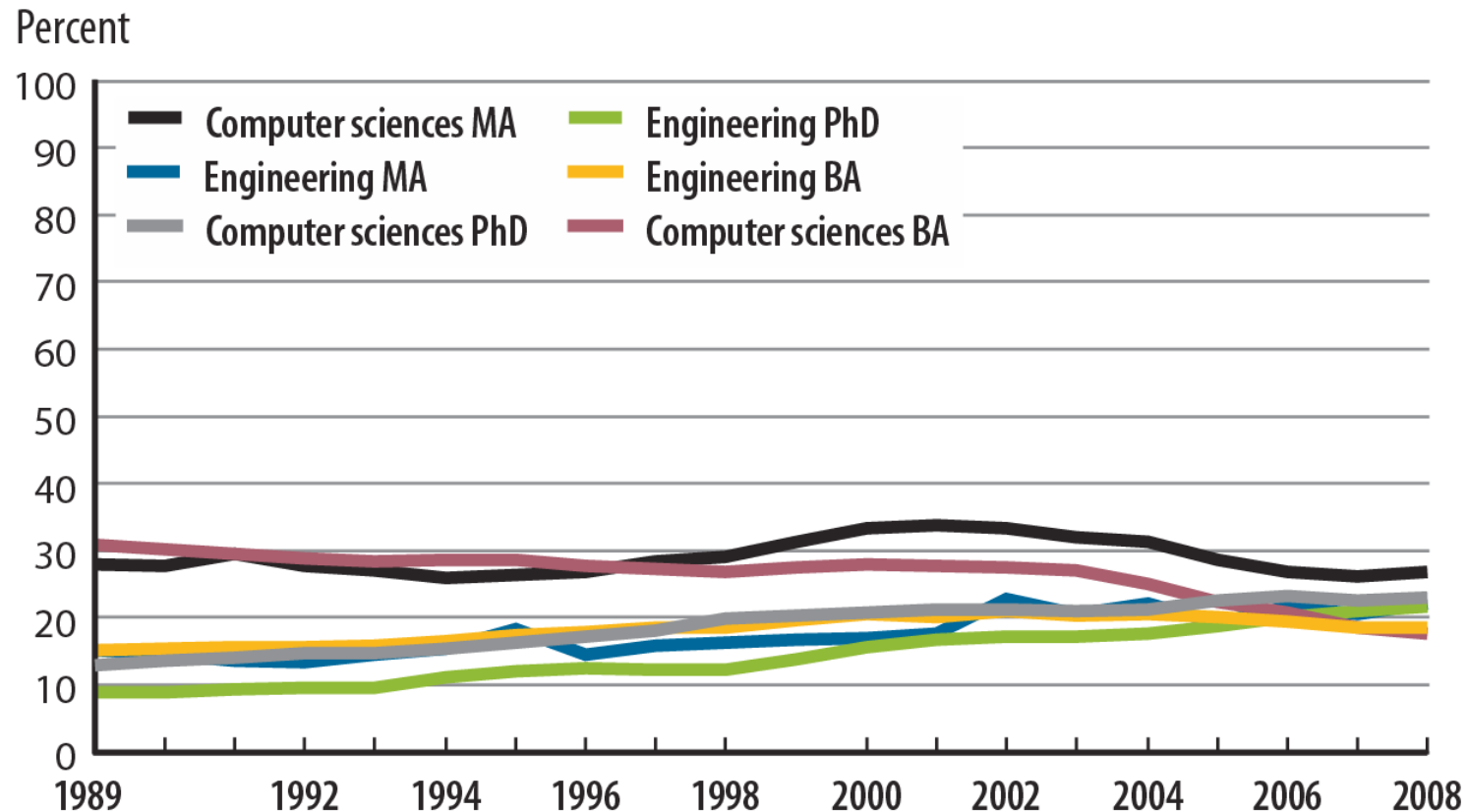


*Includes respondents with multiple jobs, regardless of hours worked in any job.

Note: Excludes graduates older than 35 at composition of bachelor's degree.

Source: U.S. Department of Education, National Center for Education Statistics, 2000–2001 *Baccalaureate and Beyond Longitudinal Study*

% of Degrees in Computer sciences and engineering received by women, 1989–2008



NOTE: Data not available for 1999.

Source: Women Minorities, and Persons with Disabilities, 2011. NSF.

U.S. Family Policies Lag Behind Other Countries

Out of 173 countries studied by Heymann and Earle and Hayes (2007) **only four** did not have government-guaranteed paid leave programs:

Liberia

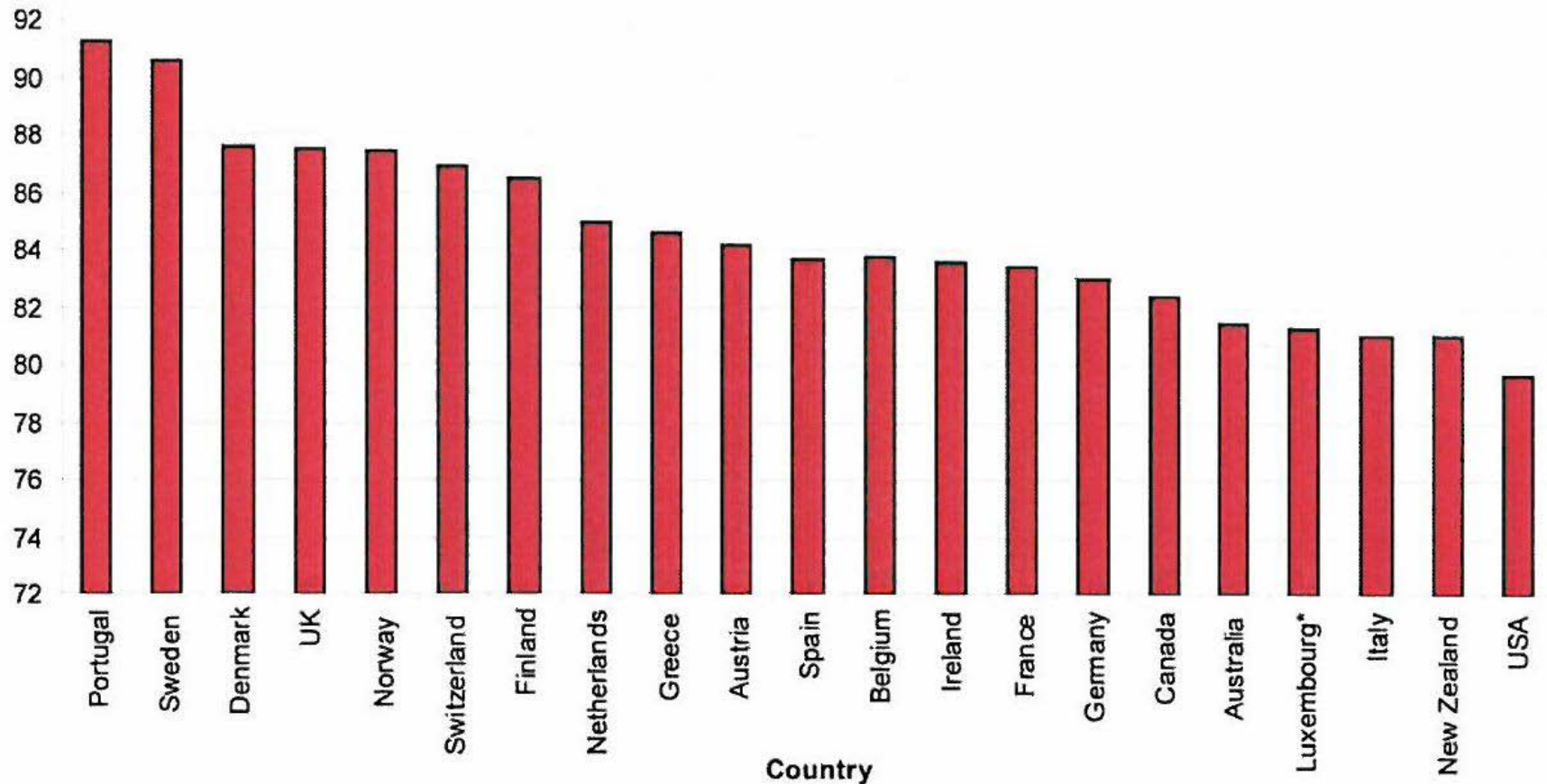
Papua New Guinea

Swaziland

The United States

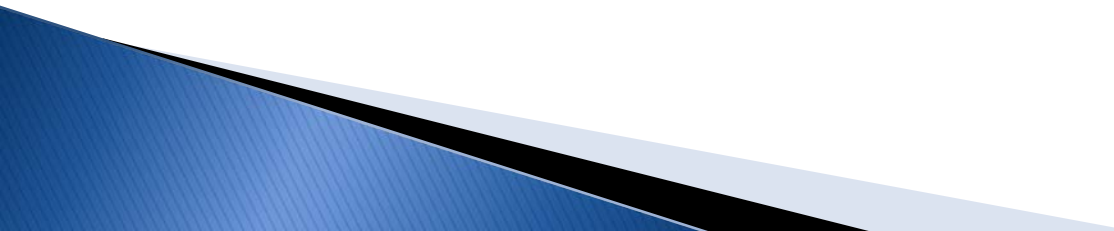


For College-Educated Women, the US has the Lowest Labor Force Participation Rates Among 50 High-earning Nations.




Source: Organisation for Economic Cooperation & Development, *Employment Outlook 2007*, as cited in Ariane Hegewisch and Janet C. Gornick, *Statutory Routes to Workplace Flexibility in Cross-National Perspective* (Washington, DC: Institute for Women's Policy Research, 2008).

IWPR: Supporting Student Parents in Postsecondary Education

- ▶ Building network of concerned professionals
 - ▶ Raising awareness among key policy makers
 - ▶ Conducting and commissioning
 - Research on student–parent supports
 - Tool kits to capture and replicate best practices
- 

Recommendations

- ▶ Support programs encouraging students to enter STEM and other high paying nontrad. fields
 - ▶ Expand work/education and family supports (child care, paid family leave).
 - ▶ Step up enforcement of equal pay and equal employment opportunity laws, to reduce discrimination in the workplace.
- 

Recommendations

- ▶ Protect workers' right to organize, since the gender wage gap is smaller among unionized workers than non-unionized workers.
 - ▶ Step up advocacy to equalize care work and house work, to make salaries transparent
- 