

## THE GENDER WAGE GAP BY OCCUPATION, RACE, AND ETHNICITY 2020

*Ariane Hegewisch and Eve Mefferd*

- In 2020, women earned less than men in almost all occupations, whether they worked in predominantly male, predominantly female, or more integrated occupations.
- In the lowest paid of the largest 20 occupations for women, Maids and Housekeepers (\$503 per week), women are nine-in-ten workers (and face a wage gap of 10.6 percent); in the highest paid of the largest 20 occupations for men, Chief Executives (\$2,402 per week), women are fewer than one-in-three workers (and face a wage gap of 24.4 percent).<sup>1</sup>
- Race and ethnicity compound the gender wage gap: Latinas in Service Occupations earn just 85 percent of Latinos' median weekly earnings, who earn just 78.9 percent of White non-Hispanic men; Black women in Professional Occupations earn just 81.8 percent of Black men's median weekly earnings who earn just 79.5 percent of White non-Hispanic men.
- Women's median weekly earnings in six of the largest 20 occupations for women leave a family of three near poverty (and in three of these, so do men's median weekly wages).

### WOMEN EARN LESS THAN MEN IN NEARLY ALL OCCUPATIONS

Women's median earnings are lower than men's in nearly all occupations, whether they work in occupations predominantly held by women, occupations predominantly held by men, or occupations with a more even mix of men and women. There are just five occupations where women's median weekly earnings are higher than men's. The occupation with the highest gender gap in favor of women is Producers and Directors, with a gender earnings ratio of 106.7 percent, and median weekly earnings for women of \$1,548.<sup>2</sup>

Women earned at least 5 cents less on the dollar than men in 109 of the 120 occupations with data for both women's and men's median weekly earnings for full-time work.<sup>3</sup> The occupation with the worst gender earnings ratio is Medical Scientists, with a



gender earnings ratio of just 65.2 percent, and median weekly earnings for women of \$1,372; five other occupations have an earnings ratio of less than 70 percent (a wage gap larger than 30 percent).<sup>4</sup> 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 ten occupations with the largest gender wage gaps have earnings that are higher than median earnings for all full-time workers (\$917).<sup>5</sup>

## **ADDED TO THE WAGE GAP WITHIN OCCUPATIONS IS THE WAGE GAP BETWEEN OCCUPATIONS**

The gender wage gap and occupational segregation are persistent features of the U.S. labor market.<sup>6</sup> Women's different distribution across occupations and Industries accounts for half of the wage gap<sup>7</sup> because work done mainly by women tends to pay less than work done mainly by men.<sup>8</sup> Only five of the 20 most common occupations for women and the 20 most common occupations for men overlap (Tables 1 and 2). Of all women working full-time, four of ten (38.5 percent) work in female-dominated occupations and nearly half of men (43.5 percent) work in male-dominated occupations.<sup>9</sup> Only 6.5 percent of women work in male-dominated occupations, while only 5.4 percent of men work in female-dominated occupations.<sup>10</sup>



Male-dominated occupations tend to pay more than female-dominated occupations at similar skill levels. 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).<sup>11</sup> Men Software Developers, Applications and Systems Software—one the most common occupations for men and a male-dominated field—earn \$1,920 per week for full-time on average (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).

## **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. Women earn less than men in all of the largest occupations for women. The occupations together employ 38.8 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 12.7 percent of all women. Ten of these 20 largest occupations are female-dominated.

Within the 20 most common occupations for women, median full-time weekly earnings for women range from \$1,400 per week for Education and Child Care Administrators to \$497 per week for Maids and Housekeeping Cleaners (Table 1). The gender wage gap among the 20 most common occupations is largest for Financial Managers, with a gender earnings ratio

for full-time work of 66.1 percent (corresponding to a wage gap of 33.9 percent, \$638 less per week for women than men) and the second-largest gap is for First-Line Supervisors of Retail Sales Workers with a ratio of 74.7 percent (corresponding to a wage gap of 25.3 percent, \$248 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 the gender earnings ratios in the 20 most common occupations for full-time working men. One in three (32.2 percent) men and one in four (20.1 percent) women work in these occupations. In four of these occupations—Construction Laborers, Carpenters, Electricians, and Grounds Maintenance Workers—there are too few women workers to estimate their median weekly earnings. Carpenters, Construction Laborers, and Electricians are occupations with well-established apprenticeship schemes, providing a debt-free pathway to industry-recognized credentials and good pay.<sup>12</sup>

Women's median earnings are lower than men's in each of the largest 20 occupations for men (with sufficient numbers of women for calculating their earnings). Median full-time weekly earnings for men range from \$2,712 for Chief Executives to \$512 for Cooks (Table 2). Four of the 20 most common occupations for men and four of the most common occupations for women have median male weekly earnings above \$1,500; none of the most common occupations for women has female median weekly earnings at that level, and just two of the most common occupations for men.



**TABLE 1. The Gender Wage Gap in the 20 Most Common Occupations for Women (Full-Time Workers Only), 2020**

	Women's Median Weekly Earnings	Women's Earnings as a Percent of Men's	Men's Median Weekly Earnings	Share of Women Workers in Occupation (percent)	Share of Men Workers in Occupation as Percent of all Men Workers	Share of Women in Occupation as Percent of all Women Workers
All Full-time Workers	\$891	82.3%	\$1,082	44.8%	100% (60,911,000)	100% (49,476,000)
<b>20 Most Common Occupations for Women</b>						
Elementary and middle school teachers	\$1,085	86.2%	\$1,258	79.3%	1.0%	4.9%
Registered nurses	\$1,240	85.3%	\$1,454	86.5%	0.6%	4.7%
Secretaries and admin assistants, except legal, medical, and executive	\$777	83.6%	\$929	93.1%	0.2%	3.0%
Managers, all other	\$1,379	78.8%	\$1,749	41.6%	3.0%	2.6%
Customer service representatives	\$698	90.5%	\$771	63.9%	1.1%	2.3%
First-line supervisors of retail sales workers	\$733	74.7%	\$981	44.8%	1.9%	1.9%
Accountants and auditors	\$1,186	78.0%	\$1,520	60.0%	1.0%	1.8%
Nursing assistants	\$588	85.3%	\$689	88.1%	0.2%	1.7%
Cashiers	\$501	95.6%	\$524	74.0%	0.5%	1.6%
Office clerks, general	\$726	91.9%	\$790	83.2%	0.3%	1.5%
Receptionists and information clerks	\$636	92.4%	\$688	87.2%	0.2%	1.5%
First-line supervisors of office and admin support workers	\$925	80.8%	\$1,145	65.0%	0.6%	1.5%
Bookkeeping, accounting, and auditing clerks	\$809	73.5%	\$1,101	85.8%	0.2%	1.3%
Financial managers	\$1,242	66.1%	\$1,880	50.8%	1.0%	1.3%
Personal care aides	\$537	94.7%	\$567	77.7%	0.3%	1.2%
Retail salespersons	\$603	77.4%	\$779	38.1%	1.6%	1.2%
Teaching assistants	\$604	82.5%	\$732	82.8%	0.2%	1.2%
Education and childcare administrators	\$1,400	88.1%	\$1,590	66.2%	0.5%	1.1%
Human resources workers	\$1,174	81.4%	\$1,443	74.8%	0.3%	1.1%
Maids and housekeeping cleaners	\$497	89.4%	\$556	84.4%	0.2%	1.1%
Percent of all men and women					14.8%	38.8%

**Notes:** Workers 16 years and older working at least 35 hours per week.

**Source:** IWPR calculation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2021. "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), 2020**

	Women's Median Weekly Earnings	Women's Earnings as a Percent of Men's	Men's Median Weekly Earnings	Share of Female Workers in Occupation (percent)	Share of Male Workers in Occupation as Percent of All Male Workers	Share of Female Workers in Occupation as Percent of All Female Workers
All Full-time Workers	\$891	82.3%	\$1,082	44.8%	100% (60,911,000)	100% (49,476,000)
<b>20 Most Common Occupations for Men</b>						
Driver/sales workers and truck drivers	\$666	72.7%	\$916	7.1%	4.0%	0.4%
Managers, all other	\$1,379	78.8%	\$1,749	41.6%	3.0%	2.6%
Software developers	\$1,728	86.2%	\$2,004	18.5%	2.3%	0.7%
Construction laborers	--	--	\$788	2.9%	2.1%	0.1%
Laborers and freight, stock, and material movers, hand	\$595	88.5%	\$672	20.1%	2.1%	0.6%
First-line supervisors of retail sales workers	\$733	74.7%	\$981	44.8%	1.9%	1.9%
Retail salespersons	\$603	77.4%	\$779	38.1%	1.6%	1.2%
Janitors and building cleaners	\$522	78.9%	\$662	32.6%	1.5%	0.9%
Chief executives	\$2,051	75.6%	\$2,712	31.4%	1.3%	0.7%
Sales representatives, wholesale and manufacturing	\$1,065	77.3%	\$1,378	29.4%	1.2%	0.6%
Carpenters	--	--	\$889	2.2%	1.2%	0.0%
Stockers and order fillers	\$576	95.7%	\$602	32.6%	1.2%	0.7%
Electricians	--	--	\$1,035	3.0%	1.2%	0.0%
Other production workers	\$637	79.8%	\$798	26.2%	1.2%	0.5%
General and operations managers	\$1,241	80.5%	\$1,541	28.6%	1.2%	0.6%
Customer service representatives	\$698	90.5%	\$771	63.9%	1.1%	2.3%
Landscaping and groundskeeping workers	--	--	\$603	4.5%	1.0%	0.1%
Elementary and middle school teachers	\$1,085	86.2%	\$1,258	79.3%	1.0%	4.9%
Police officers	\$1,074	90.4%	\$1,188	17.7%	1.0%	0.3%
Cooks	\$505	98.6%	\$512	40.5%	1.0%	0.8%
Percent of all men and women					32.2%	20.1%

**Note:** Earnings data are published only for occupations with an estimated minimum of 50,000 workers. "--" indicates there is no data or data does not meet BLS publication criteria. Workers 16 years and older working for at least 35 hours per week.

**Source:** See Table 1.



**WOMEN EARN LESS THAN MEN OF THE SAME RACE AND ETHNICITY IN BROAD OCCUPATIONAL CATEGORIES<sup>13</sup>**

Women of each of the largest racial and ethnic groups earn less than White men<sup>14</sup> and also earn less than men of the same racial and ethnic group. The gender wage gap by race and ethnicity is worst for Latinas, whose median weekly earnings in 2020 were just 58.7 percent of White men's, and for Black women at 63.6 percent.<sup>15</sup> Latinas and Black women are more likely than other groups to work in Service occupations<sup>16</sup> which have the lowest median weekly earnings for women and men of each of the largest racial and ethnic groups (Table 3). Lower overall earnings for Latinas and Black women overall are at least partly a result

of their overrepresentation in these low-wage occupations. Yet, Latinas and Black women also earn substantially less than White men in Service occupations (Figure 1). The median weekly earnings of Latinas in Service occupations, for example, are just 85.5 percent of those of Latinos, and just 67.1 percent of White men.<sup>17</sup> In the broad occupation with the highest earnings, Management, Business, and Financial Operations occupations, Black women earn 96 percent of Black men's but only 67.6 percent of White men's earnings in these occupations.<sup>18</sup>

**FIGURE 1. Service Occupations have the Lowest Earnings, and Latinas' Earnings in Service Occupations are even lower than for other Groups**



**Notes and Sources:** See Table 3; see endnote 16 for a description of Service occupations.

Professional and related occupations account for the largest share of Asian, White, and Black women and almost the largest of Latinas (respectively 41.0, 35.9, 28.2, and 21.4 percent of full-time working women in each group; Table 3). In each group, women's median weekly earnings in Professional and Related occupations are lower than men's of the same group, and (with the exception of Asian women) are lower than White men's (Table 3). The gender earnings gap is magnified by a racial and ethnic earnings gap.

### **Proportionately Twice as Many Women as Men Work in Low Paying Occupations**

Low earnings are a significant problem for both male and female full-time workers, but poverty-level wages are much more likely for women than men. As a result of the COVID-19 pandemic, in 2020 there were fewer workers with very low earnings than in 2019 because job losses in the lowest paying Service occupations have been almost three times as severe as overall job losses.<sup>19</sup> Yet, a large number of women - 17.9 percent of those who work full-time, 8.9 million - work in occupations where women's median weekly earnings leave a family of an adult and two children near poverty, compared with 8.7 percent of men, 5.3 million, working in occupations where men's median weekly earnings would leave a family of three in near-poverty.<sup>20</sup> The median weekly earnings in Service Occupations are below this threshold for women of each of the largest racial and ethnic groups- these occupations employ over a fifth of Latinas and Black women--as well as for Black men, and just barely over the threshold for Latinos (Figure 1). Workers in these occupations likely experience greater poverty than suggested by their weekly wages. The poverty threshold refers to annual earnings; using weekly earnings to calculate a poverty wage assumes that a worker can get full-time work for four weeks a month and 50 weeks a year; this may not always be possible in occupations characterized by considerable fluctuations in demand for labor and, hence, unstable earning opportunities.

### **Tackling Women's Low Earnings and the Gender Wage Gap**

More than fifty years after the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 made discrimination illegal, a gender earnings gap remains. Our analysis shows that women's median earnings are lower than men's in all of the 20 most common occupations for women, all the most common occupations for men, and, indeed, in almost all 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 that has a particularly pernicious impact on the women who work in the lowest-paid female-dominated occupations.

The COVID-19 epidemic and related "shecession" have put the consequences of unequal earnings and occupational segregation into sharp relief. 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 sick or disabled individuals — work that traditionally was done by women at home. This work, recognized as “essential” during the COVID-19 pandemic, continues to be done 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 post-secondary credentials.<sup>21</sup> If women were paid the same per hour as men of the same age, education, and rural or urban residence, poverty rates for working women would be cut in half.<sup>22</sup>

**Table 3: Median Weekly Earnings for Female and Male Workers, by Race and Ethnicity for Broad Occupational Groups (Full-Time Workers), 2020**

Women Workers	White Women		Black Women		Hispanic Women		Asian Women	
	Median Weekly Earnings	White Women in Occupation as % of All Female White Workers	Median Weekly Earnings	Black Women in Occupation as % of All Female Black Workers	Median Weekly Earnings	Hispanic Women in Occupation as % of All Female Hispanic Workers	Median Weekly Earnings	Asian Women in Occupation as % of All Female Asian Workers
All Occupations (100%)	\$956	30,164,000	\$764	7,335,000	\$705	7,863,000	\$1,143	3,269,000
Management, business, and financial operations occupations	\$1,326	21.8%	\$1,191	16.1%	\$1,105	14.2%	\$1,542	21.0%
Professional and related occupations	\$1,128	35.9%	\$1,005	28.2%	\$1,010	21.4%	\$1,481	41.0%
Service occupations	\$594	10.4%	\$551	21.6%	\$535	22.5%	\$600	13.3%
Sales and related occupations	\$773	8.2%	\$618	7.0%	\$624	9.0%	\$817	6.3%
Office and administrative support occupations	\$770	18.1%	\$721	18.1%	\$717	18.6%	\$900	11.3%
Natural resources, construction, and maintenance occupations	\$765	0.9%	\$603	0.7%	\$582	2.6%	--	0.5%
Production, transportation, and material moving occupations	\$636	4.8%	\$615	8.3%	\$586	11.7%	\$602	6.6%



**Table 3: Median Weekly Earnings for Female and Male Workers, by Race and Ethnicity for Broad Occupational Groups (Full-Time Workers), 2020**

Male Workers	White Men		Black Men		Hispanic Men		Asian Men	
Occupations	Median Weekly Earnings	White Men in Occupations as % of All Male White Workers	Median Weekly Earnings	Black Men in Occupation as % of All Male Black Workers	Median Weekly Earnings	Hispanic Men in Occupation as % of All Male Hispanic Workers	Median Weekly Earnings	Asian Men in Occupation as % of All Male Asian Workers
All Occupations (100%)	\$1,201	37,600,000	\$830	6,709,000	\$797	11,695,000	\$1,447	4,084,000
Management, business, and financial operations occupations	\$1,761	21.5%	\$1,240	12.7%	\$1,262	8.8%	\$1,908	20.2%
Professional and related occupations	\$1,544	22.9%	\$1,228	17.4%	\$1,362	10.0%	\$1,867	43.3%
Service occupations	\$797	9.0%	\$624	16.0%	\$629	17.5%	\$706	9.0%
Sales and related occupations	\$1,167	9.2%	\$721	6.4%	\$814	6.9%	\$1,051	6.5%
Office and administrative support occupations	\$923	5.2%	\$777	8.2%	\$760	6.1%	\$883	4.9%
Natural resources, construction, and maintenance occupations	\$1,007	15.5%	\$848	12.0%	\$774	29.1%	\$959	5.1%
Production, transportation, and material moving occupations	\$881	16.8%	\$718	27.5%	\$711	21.6%	\$744	11.0%

**Note:** Data for White workers is for Whites alone, non-Hispanic; data for Black and Asian workers may include Hispanics. Hispanics may be of any race; "—" indicates sample size too small to provide median earnings. 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.

**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."

To improve women's earnings and reduce the gender earnings gap, women need stronger efforts to ensure non-discriminatory hiring and pay practices, better training and career counseling, and improved work-family supports. Public policy such as raising the minimum wage is vitally important for women, particularly women of color. Rebuilding the economy after COVID-19 must include better access for women to well-paid jobs that are currently primarily done by men, and higher pay and benefits in the essential care jobs now done primarily by women. Investing in the public care infrastructure will not only improve the pay and economic security of workers in those jobs, it will also make it easier for people with care responsibilities to fully participate in the labor force and be economically secure.

## ENDNOTES

<sup>1</sup> Data are for all full-time workers in occupation; IWPR compilation based on U.S. Bureau of Labor Statistics (BLS). 2021. "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 March 2021). Earnings data are only published if there are at least 50,000 workers in a group; 120 occupations fulfill these criteria for both women and men and permit calculation of the gender earnings ratio for an occupation. The 120 occupations employ 75% of women employed full-time workers.

<sup>2</sup> 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 Office and Administrative Support Workers, All Other (104.7% and median weekly earnings for women of \$875), Fast Food and Counter Workers (101.7% and \$470 respectively), Wholesale and Retail Buyers, Except Farm Products (101.8% and \$1,066 respectively), and Bus Drivers, Transit and Intercity (102.2% and \$791 respectively). Data to check whether earnings differences are statistically significant are not published. IWPR calculations based on BLS Table 39, as above.

<sup>3</sup> As note 1 above.

<sup>4</sup> The occupation of Medical Scientists is 52.6 percent female, with median weekly earnings for full-time work of \$1,372 for women and \$2,103 for men; the other occupations are Financial Managers (earnings ratio of 66.1%, based on \$1,242 median weekly earning for women, and \$1,880 for men), First-Line Supervisors of House-keeping and Janitorial Workers (66.1%, and \$596 and \$902 respectively); Credit Counselors and Loan Officers (67.9%, and \$1,013 and \$1,492); Personal Financial Advisors (68%, \$1,291 and \$1,900); Correctional Officers and Jailers (69.3%, \$743 and \$1,073) and Real Estate Brokers and Sales Agents (69.3% and \$937 and \$1,352); IWPR calculations based on BLS Table 39, as above. Data to check whether earnings differences are statistically significant are not published.

<sup>5</sup> IWPR calculations based on BLS Table 39, as note 1 above.

<sup>6</sup> 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 <<https://iwpr.org/iwpr-issues/employment-and-earnings/occupational-segregation-and-the-gender-wage-gap-a-job-half-done/>> (accessed March 2021).

<sup>7</sup> 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; See Francine D. Blau and Lawrence Kahn. 2017. "The Gender Wage Gap: Extent, Trends, and Explanations" *Journal of Economic Literature* 55(3): 789-865

<sup>8</sup> See for example 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/wp-content/uploads/2020/09/D508-Undervalued-and-Underpaid.pdf>> (accessed March 2021).

<sup>9</sup> 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 as those in which at least three of four workers are men. When part-time workers are included, the share of women workers working in female-dominated occupations is lower, at 38.1 percent; the share of men workers in male-dominated occupations is also lower, at 39.4 percent; IWPR calculation based on U.S. Bureau of Labor Statistics. 2021. "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 March 2021).

<sup>10</sup> As above.

<sup>11</sup> Teachers at the same level are generally paid similarly, particularly when covered by union contracts; 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.

<sup>12</sup> See Ariane Hegewisch and Tanimah Ahmed. 2019. "Growing the Numbers of Women in the Trades." Chicago, IL: National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in the Trades <<http://womensequitycenter.org/wp-content/uploads/2017/10/Growing-the-Number-in-the-Trades.pdf>> (accessed March 2021).

<sup>13</sup> Because of sample size restrictions, detailed occupational earnings data by gender, race, and ethnicity are not available; see Table 3 for sources of data in this section.

<sup>14</sup> White is White non-Hispanic, Black and Asian may be of any ethnicity, Latino/a/x may be of any race.

<sup>15</sup> The median weekly earnings for women of each of the largest racial and ethnic groups were substantially higher than in 2019 because as a result of COVID 19, a disproportionately high number of women in the lowest paid service occupations lost their jobs, and thus are no longer counted in the calculations of median earnings; see Ariane Hegewisch and Eve Mefferd. 2021. "The Weekly Gender Wage Gap by Race and Ethnicity: 2020" IWPR Factsheet C494; Washington DC: Institute for Women's Policy Research < <https://iwpr.org/wp-content/uploads/2021/03/2021-Weekly-Wage-Gap-Brief.pdf>> (accessed March 2021).

<sup>16</sup> The broad occupational group Service Occupations includes Healthcare Support Occupations; Protective Service Occupations; Food Preparation and Serving Related Occupations; Building and Grounds Cleaning and Maintenance Occupations; Personal Care and Service Occupations.

<sup>17</sup> IWPR calculations based on Figure 1.

<sup>18</sup> IWPR calculations based on Table 3.

<sup>19</sup> See Hegewisch and Mefferd at note 14 above.

<sup>20</sup> The 2020 federal poverty threshold for a family of three was \$20,846; see U.S. Census Bureau. 2020. "Poverty Thresholds." < <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html> > (accessed March 2021). Assuming full-time work for 50 weeks a year, this translates into \$417 per week at 100% of federal poverty guidelines, and at \$625 at 150% of poverty. Given that earnings in an occupation are provided at the median - the midpoint in the earnings distribution- median earnings below \$625 in an occupation do not mean that everyone working in that occupation will have near-poverty earnings.

<sup>21</sup> 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 <<https://iwpr.org/iwpr-general/pathways-to-equity-narrowing-the-wage-gap-by-improving-womens-access-to-good-middle-skill-jobs/>> (accessed March 2021).

<sup>22</sup> See Jessica Milli, Yixuan Huang, Heidi Hartmann, and Jeff Hayes. 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/iwpr-publications/briefing-paper/the-impact-of-equal-pay-on-poverty-and-the-economy/>> (accessed March 2021).

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