

Women Earn Less Than Men Whether They Work in the Same or in Different Occupations

THE 2022 WEEKLY GENDER WAGE GAP BY RACE, ETHNICITY, AND OCCUPATION

- **In 2022, women earned less than men for full-time weekly work in almost all occupations, including in 19 of the largest 20 occupations for women, and in all of the largest 20 occupations for men.** Teaching Assistants (median weekly earnings of \$662) is the only occupation with no gender difference in median weekly earnings for women and men working full-time.
- **Black and Latina women's median weekly pay for full-time work is substantially less than White men's, just 67.4 and 61.4 percent respectively.** Black and Latina women are overrepresented in service Occupations, the lowest paying intermediate occupations, but whether high or low paying, their median earnings are lower than men's in the same intermediate occupational group.
- **After adjusting for inflation, women's and men's real median weekly earnings in 2022 were lower than in 2021, by 2.7 percent for women, and 2.6 percent for men.** In 2022, women's median weekly earnings were \$958, men's \$1,154, a gender earnings ratio of 83.0 percent (compared with 83.1 percent in 2021. The headline gender earnings ratio, based on the median annual earnings of full-time year-round workers, was 84.0 percent that year).
- **The wage gap widens when all workers with weekly earnings are considered because women are more likely than men to be in part-time jobs.** In 2022, the gender weekly earnings ratio for all workers was 77.4 percent.



The Gender Wage Gap across Racial and Ethnic Groups Remains Profound

As the economy has recovered from the COVID-19 pandemic, wage gaps have remained profound. In 2022, the median weekly earnings for women working full-time were \$958, and for men \$1,154, a gender earnings ratio of 83.0 percent, and weekly gender wage gap of 17.0 percent (Table 1). Weekly earnings data are for salary and wage workers only and do not include self-employed. The gender earnings ratio did not change significantly compared to 2021. Once adjusted for inflation, both women's and men's median weekly earnings are slightly lower than in 2021, a decline of 2.7 percent for women and 2.6 percent for men.¹

The most established median gender earnings ratio, for full-time year-round workers, was 84.0 percent in 2021, a gender wage gap of 16.0 percent; median annual earnings data for 2022 will be released in September 2023. The gender earnings ratio based on annual earnings differs slightly from the weekly earnings one because it includes earnings from self-employment and annual bonus and commission payments.² Data are also collected at one point in time only (March) while weekly earnings data are an average of monthly data.

Earnings differences are particularly pronounced by gender, race, and ethnicity. Hispanic or Latina women's median earnings were just 61.4 percent of White non-Hispanic men's, and Black women's were just 67.4 percent. Compared with 2021, these earnings ratio slightly improved (Table 1).

TABLE 1. Median Weekly Earnings and Gender Earnings Ratio for Full-Time Workers, by Race/Ethnicity, 2022 and 2021

Race/ Ethnicity	2022				2021 (adjusted to 2022 \$)			
	Women	Men	Female Earnings as a % of Male Earnings of same race/ethnicity	"Female Earnings as a % of White Male Earnings"	Women	Men	Female Earnings as a % of Male Earnings of same race/ethnicity	Female Earnings as a % of White Male Earnings
All Races/ Ethnicities	\$958	\$1,154	83.0%	N/A	\$985	\$1,185	83.1%	N/A
White	\$1,043	\$1,239	84.2%	84.2%	\$1,056	\$1,327	79.6%	79.6%
Black	\$835	\$921	90.8%	67.4%	\$838	\$891	94.1%	63.1%
Hispanic	\$761	\$887	85.8%	61.4%	\$775	\$886	87.6%	58.4%
Asian	\$1,234	\$1,559	79.2%	99.6%	\$1,232	\$1,569	78.5%	92.8%

Notes. Full-time defined as 35 or more hours per week. Data for White workers is for Whites alone, non-Hispanic; data for Black and Asian workers may include Hispanics. Asian does not include Native Hawaiian or Pacific Islanders. Hispanics may be of any race. Annual averages of median weekly earnings. Full-time work is defined as 35 or more hours per week. Inflation adjustments of 2021 earnings based on U.S. Bureau of Labor Statistics Consumer Price Index CPI-U (Series ID CUURO000SA0).

Source. IWPR calculations based on U.S. 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 2022," (Washington, DC: U.S. Bureau of Labor Statistics, 2023, unpublished).

Because women are more likely than men to work part-time- 22.0 percent of women compared with 11.0 percent of men worked part-time in 2022³- the gender earnings ratio widens to 77.4 percent, and the wage gap increases to 22.6 percent, when all weekly workers (both full-time and part-time) are included in the calculation.⁴

Women Earn Less than Men in 19 of the 20 Most Common Occupations for Women

Women earn less than men in all but one of the largest detailed occupations for women: teaching assistants (Table 2). The gender earnings ratio for full-time work in these occupations ranges from 100 percent (a wage gap of zero) for Teaching Assistants (with median weekly earnings of \$662) to a gender earnings ratio of 69.4 percent for financial managers (a wage gap of 30.6 percent, based on median weekly earnings for women of \$1,468, and for men of \$2,116; Table 2).

These occupations together employ 38.7 percent of women and 14.7 percent of men working full-time. Among all 132 occupations large enough to estimate earnings for women and men, there are only three where women earn marginally more than men—Compliance Officers (103.6 percent), Licensed Practical and Licensed Vocational Nurses (103.5 percent), and Wholesale and Retail Buyers, except Farm Products (102.1 percent).⁵ At the other end of the spectrum, there are three occupations where women's median weekly earnings are less than 65 percent of those of men: Real Estate Brokers and Sales Agents, (62.5 percent); Personal Financial Advisors (63.2 percent) and Insurance Sales Agents (64.7 percent).⁶

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

One in three (32.4 percent) men and about one in seven (15.5 percent) women work in the 20 most common occupations for full-time working men.⁷ Women's median weekly earnings are lower than men's in each of the largest occupations for men with sufficient numbers of women to calculate their earnings. The gender earnings ratio in these occupations ranges from 76.4 percent for Other Production workers to 94.1 percent for Stockers and order fillers (Table 3). In four of the 20 largest occupations for men—Carpenters, Electricians, Landscaping and Groundskeeping workers, and Automotive Service Technicians and Mechanics—there are too few women workers to estimate their median weekly earnings. A recently settled hiring discrimination case by the U.S. Equal Employment Opportunities with an auto glass firm highlights the barriers that are still faced by women wanting to work in these industries.⁸ Carpenters and electricians are occupations at the core of infrastructure and manufacturing related federal investments, with well-established apprenticeship schemes that provide a debt-free pathway to industry-recognized credentials and good pay.

TABLE 2. Median Weekly Earnings for Women and Men in the 20 Most Common Occupations for Women, 2022

Full-time Weekly and Salaried Workers only

	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)
All Full-time Workers	\$958	83.0%	\$1,154	44.9%
20 Most Common Occupations for Women				
Elementary and middle school teachers	\$1,151	89.7%	\$1,283	79.2%
Registered nurses	\$1,377	89.4%	\$1,541	86.0%
Managers, all other	\$1,530	82.3%	\$1,858	39.8%
Secretaries and administrative assistants, except legal, medical, and executive	\$820	81.1%	\$1,011	91.2%
Customer service representatives	\$769	84.6%	\$909	64.7%
First-line supervisors of retail sales workers	\$844	78.3%	\$1,078	44.5%
Cashiers	\$580	95.9%	\$605	70.5%
Office clerks, general	\$770	95.8%	\$804	86.9%
Nursing assistants	\$675	94.8%	\$712	89.1%
Accountants and auditors	\$1,418	85.2%	\$1,665	56.7%
Receptionists and information clerks	\$704	78.7%	\$895	89.6%
Teaching assistants	\$662	100.0%	\$662	85.8%
First-line supervisors of office and administrative support workers	\$1,007	89.1%	\$1,130	65.5%
Maids and housekeeping cleaners	\$586	94.8%	\$618	85.8%
Financial managers	\$1,468	69.4%	\$2,116	55.4%
Human resources workers	\$1,296	82.5%	\$1,570	79.5%
Personal care aides	\$623	89.0%	\$700	78.9%
Bookkeeping, accounting, and auditing clerks	\$881	93.0%	\$947	81.7%
Retail salespersons	\$689	76.5%	\$901	40.1%
Education and childcare administrators	\$1,481	80.9%	\$1,831	67.9%
Social workers, all other	\$1,120	94.8%	\$1,182	80.6%

Notes: Full-time defined as working 35 hours or more per week. Data are not released by gender and race/ethnicity.
Source: IWPR calculation of data from the U.S. Department of Labor, "Table 39. Median Weekly Earnings of Full-Time Wage and Salary Workers by Detailed Occupation and Sex," Household Data Annual Averages (Washington, DC: U.S. Bureau of Labor Statistics, 2023).

TABLE 3. Median Weekly Earnings for Women and Men in the 20 Most Common Occupations for Men, 2022

Full-time Weekly and Salaried Workers only

	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)
All Full-time Workers	\$958	83.0%	\$1,154	44.9%
20 Most Common Occupations for Men				
Driver/sales workers and truck drivers	\$772	78.3%	\$986	6.4%
Managers, all other	\$1,530	82.3%	\$1,858	39.8%
Construction laborers	\$669	80.6%	\$830	3.5%
Software developers	\$2,076	90.3%	\$2,300	20.9%
Laborers and freight, stock, and material movers, hand	\$655	87.4%	\$749	19.1%
First-line supervisors of retail sales workers	\$844	78.3%	\$1,078	44.5%
Janitors and building cleaners	\$601	83.8%	\$717	33.8%
Retail salespersons	\$689	76.5%	\$901	40.1%
Chief executives	\$2,277	78.3%	\$2,908	29.6%
Carpenters	n.a.	n.a.	\$887	2.8%
Cooks	\$583	92.0%	\$634	36.0%
Other production workers	\$692	76.4%	\$906	28.7%
Electricians	n.a.	n.a.	\$1,114	1.9%
Customer service representatives	\$769	84.6%	\$909	64.7%
Stockers and order fillers	\$656	94.1%	\$697	36.2%
Landscaping and groundskeeping workers	n.a.	n.a.	\$685	5.7%
Automotive service technicians and mechanics	n.a.	n.a.	\$921	2.6%
Sales representatives, wholesale and manufacturing	\$1,090	77.9%	\$1,399	29.7%
General and operations managers	\$1,423	85.9%	\$1,656	34.4%
Police officers	\$1,046	83.8%	\$1,248	13.3%

Note: Full-time defined as working 35 hours or more per week. Data are not released by gender and race/ethnicity. Earnings data are published only for occupations/groups with an estimated minimum of 35,000 workers; 'n.a.' indicates data does not meet BLS publication criteria.

Source: IWPR calculation of data from the U.S. Bureau of Labor Statistics, "Table 39. Median Weekly Earnings of Full-Time Wage and Salary Workers by Detailed Occupation and Sex," Household Data Annual Averages (Washington, DC: U.S. Bureau of Labor Statistics, 2023).

Black and Hispanic/Latina Women Earn less than Men in Each Broad Occupational Group and are Overrepresented in the Lowest Paying Occupations

Black and Hispanic/Latina women are substantially more likely than others to work in service occupations. Service occupations have the lowest median weekly earnings of all intermediate occupations (\$643 for women and \$757 for men).⁹ They include jobs in healthcare supports, personal care, food preparation and serving, building and ground cleaning and maintenance, and protective services.¹⁰ One in four Hispanic/Latina women full-time workers (24.2 percent, with median weekly earnings of just \$613), and one in five Black women (20.9 percent, with median weekly earnings of \$632) work in these occupations (Table 4). White and Asian women also have low earnings in service occupations (\$667 and \$661 respectively), but proportionately fewer work in them (11.0 and 15.1 percent respectively, Table 4). Irrespective of their race or ethnicity, the earnings of women in service occupations are lower than the earnings of men.

The median weekly earnings for women of each of the largest racial and ethnic groups in service occupations would leave a family of an adult and two children near poverty (less than 150% of the poverty level, or \$707 per week, for a full-time year-round worker with two children).¹¹

White and Asian women and men are substantially more likely than Black or Hispanic/Latino women and men to work in the broader occupational group with the highest earnings, management, business, and financial operations occupations (\$1,409 for women and \$1,772 for men).¹² More than one in five White and Asian women (22.8 and 21.3 percent, respectively) work in these occupations compared with 15.3 of Black women and 13.5 percent of Hispanic/Latina women full-time workers. Yet, women who are working in these higher paying occupations also face steep gender and racial earnings gaps. For example, Black women earn just 81.7 percent of Black men's earnings and only 64.9 percent of White men's (IWPR calculation based on Table 4).

Accessing full-time work is also more difficult in service occupations; 67.3 percent of service occupation workers work full-time compared with 94.6 percent of workers in management, business, and financial occupations. For workers in service occupations, access to stable full-time work is often elusive, while for workers in management, business, and financial occupations access to work at less than full-time can be a challenge.¹³

TABLE 4. Median Weekly Earnings for Women and Men Workers by Race and Ethnicity for Intermediate Occupations, 2022

Full-time Wage and Salaried Workers

Women Workers	White Women		Black Women		Hispanic Women		Asian Women	
	Median Weekly Earnings	White Women in Occupations as % of All Female White Workers	Median Weekly Earnings	Black Women in Occupations as % of All Female Black Workers	Median Weekly Earnings	Hispanic Women in Occupations as % of All Female Hispanic Workers	Median Weekly Earnings	Asian Women in Occupations as % of All Female Asian Workers
All Occupations (100%)	\$1,043	100% (31,534,000)	\$835	100% (8,139,000)	\$761	100% (9,064,000)	\$1,234	100% (3,715,000)
Management, business, and financial operations occupations	\$1,443	22.8%	\$1,194	15.3%	\$1,192	13.5%	\$1,734	21.3%
Professional and related occupations	\$1,241	35.3%	\$1,101	28.1%	\$1,116	20.5%	\$1,576	41.4%
Service occupations	\$667	11.0%	\$632	20.9%	\$613	24.2%	\$661	15.1%
Sales and related occupations	\$851	7.9%	\$653	6.7%	\$696	8.8%	\$887	5.6%
Office and administrative support occupations	\$844	17.4%	\$776	18.5%	\$768	18.1%	\$915	9.3%
Natural resources, construction, and maintenance occupations	\$868	0.7%	\$709	0.7%	\$612	2.8%	\$728	0.6%
Production, transportation, and material moving occupations	\$710	5.0%	\$715	9.8%	\$652	12.0%	\$721	6.6%

TABLE 4 cont.

Men 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 Occupations as % of All Male Black Workers	Median Weekly Earnings	Hispanic Men in Occupations as % of All Male Hispanic Workers	Median Weekly Earnings	Asian Men in Occupations as % of All Male Asian Workers
All Occupations (100%)	\$1,283	100% (39,284,000)	\$921	100% (7,665,000)	\$887	100% (13,163,000)	\$1,559	100% (4,535,000)
Management, business, and financial operations occupations	\$1,862	22.1%	\$1,462	13.3%	\$1,407	10.2%	\$2,012	20.2%
Professional and related occupations	\$1,669	23.5%	\$1,355	16.9%	\$1,455	11.0%	\$1,985	42.9%
Service occupations	\$864	8.9%	\$703	17.4%	\$699	16.0%	\$763	9.2%
Sales and related occupations	\$1,249	8.8%	\$855	6.2%	\$911	5.9%	\$1,065	5.5%
Office and administrative support occupations	\$989	5.2%	\$909	7.9%	\$835	5.4%	\$997	5.6%
Natural resources, construction, and maintenance occupations	\$1,057	15.0%	\$886	10.4%	\$834	28.6%	\$1,079	4.8%
Production, transportation, and material moving occupations	\$968	16.4%	\$810	27.8%	\$792	22.8%	\$824	11.8%

Notes: Full-time defined as 35 or more hours per week. Data for White workers is for Whites alone, non-Hispanic; data for Black and Asian workers may include Hispanics. Asian does not include Native Hawaiian or Pacific Islanders. Hispanics may be of any race. Annual averages of median weekly earnings.

Source: IWPR calculation based on "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 2022," (Washington, DC: U.S. Bureau of Labor Statistics, unpublished).

With Lower Pay Come Lower Benefits

High earnings also come with better access to vital benefits. More than ninety percent of civilian workers in management, business, and financial occupations have access to medical care benefits (95 percent) or paid sick time (96 percent); by contrast, just 48 percent of workers in service occupation have access to medical care benefits, and just 65 percent to paid sick time.¹⁴

Occupational Segregation Is a Strong Contributor to Gender and Racial Wage Gaps

The COVID-19 pandemic brought to the fore the extent of “occupational segregation” in the United States, that is, that women and men often tend to work in different occupations, and that the occupations that are predominantly held by women pay less and are undervalued compared to those predominantly held by men at the same level of skill or education.¹⁵ Research suggests that these differences in the gender composition of occupations and industries account for half of the wage gap.¹⁶

Seven of the 20 most common occupations for women and none of the 20 most common occupations for men are in care-related fields. Five of the most 20 most common occupations for men are in the fields of construction and transportation, and none of the 20 most common occupations for women (Table 2 and 3). Jobs involving care – such as child care, elder care, and social work and human services more generally- tend to be particularly undervalued, reflecting historic and on-going gender and racial bias and discrimination.¹⁷

IWPR’s analysis shows that Black and Hispanic women are more likely to work in the lowest-paid service occupations, and even in those occupations, they earn less than White men.

Policies to Tackle Women’s Low Earnings and the Gender Wage Gap

Tackling profound gender and racial wage gaps requires a varied of policies, including addressing discriminations in all aspects of employment, and tackling the occupational segregation and its consequences by improving women’s access to and retention in well-paid jobs predominantly held by men, and the job quality and earnings in undervalued jobs predominantly held by women.

Sixty years after the Equal Pay Act of 1963, gender and racial inequity in earnings endures. In the absence of progress on legislative reform to strengthen equal pay legislation at the federal level, many states and localities are making progress by updating equal pay statutes and increasing access to equal pay protections and pay transparency.¹⁸ Research suggests that such laws are making an impact on the gender wage gap.¹⁹

Lower pay often comes with lower benefits, less employment security, and less control over scheduling. Policymakers at the federal and state level should consider a range of policies that support the creation of good jobs, protect workers, and promote full employment for women. These include increasing the minimum wage and abolition the tipped minimum wage; improve access to paid leave, including sick leave and family leave; strengthen protections against unfair scheduling practices to ensure that workers have access to a fair workweek; and policies that ensure part-time parity, requiring that part-time workers have access to equitable pay rates and benefits accrual, as well as policies facilitating workers’ reduction or increase in hours without retaliation.

Data show that women in unions earn more than women in non-union jobs, and the pay gap is significantly lower for women covered by union contract.²⁰ Passing legislation like the PRO Act to strengthen the collective power of workers is a key component of narrowing the gender pay gap.

With recent historic investments in America's infrastructure, clean energy, and manufacturing capacity and technologies essential for America's economic growth and security through the Infrastructure Investments and Jobs Act²¹, the Inflation Reduction Act²² and the Chips and Science Act²³, there is now a once-in-a generation opportunity—and imperative—to tackle women's stark underrepresentation in well-paid construction and manufacturing occupations.²⁴

Policies are needed to improve recruitment and outreach to women, provide women-focused training and career and technical education programs, and ensure federal, state, and local monitoring and accountability for fair and equitable access to jobs created as a result of these funds.²⁵

At the same time, tackling the wage gap just as much requires parallel investment in (re)building of a care infrastructure. Without access to quality to high-quality, affordable child care, elder care, and care for individuals with disabilities, women are less likely to be fully able to participate in paid work than men; and without substantial investments to ensure that care jobs pay family sustaining wages, along with guaranteed paid leave and other benefits, child care centers will continue to struggle to hire and retain quality staff (and the low pay of women in the care sector will continue to fuel the gender wage gap).

In February 2023, the Biden Administration announced plans to require that any semiconductor manufacturer applying for funding under the \$39 million provided under the bipartisan CHIPS Act would be required to submit plans to provide child care for workers. Companies funded under this heading will also be able to allocate some funding provided by the bill to meet the child care requirement.

Investments in a care infrastructure are investments in the workforce of today and tomorrow, and child care jobs must be good jobs with fair compensation, benefits, and professional advancement opportunities. When families have access to quality care, and care workers are provided with decent earnings, both women and men will benefit.

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ENDNOTES

¹ IWPR calculations based on data and sources for Table 1.

² For annual earnings data by race and ethnicity and trends in the gender earnings ratio over time, see Ariane Hegewisch and Lucie Prewitt, "Gender and Racial Wage Gaps Persist as the Economy Recovers: Annual Gender Wage Gap by Race and Ethnicity 2022." IWPR Factsheet #C513 (Washington DC: Institute for Women's Policy Research, 2022). <<https://iwpr.org/wp-content/uploads/2022/10/Annual-Gender-Wage-Gap-by-Race-and-Ethnicity-2022.pdf>>.

³ IWPR calculation based on "Table 8. Employed and unemployed full- and part-time workers by age, sex, race, and Hispanic or Latino ethnicity 2022" Current Population Survey Household Annual Averages (U.S. Bureau of Labor Statistics, 2023) <<https://www.bls.gov/cps/cpsaat08.htm>>.

⁴ IWPR calculation based on Table A-24 Usual weekly earnings of employed workers by detailed occupation and sex, Annual Averages 2022; Current Population Survey (U.S. Bureau of Labor Statistics, unpublished).

⁵ IWPR analysis based on "Table 39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex." (U.S. Bureau of Labor Statistics, 2023) <<https://www.bls.gov/cps/cpsaat39.htm>>.

⁶ As above.

⁷ As above.

⁸ U.S. Equal Employment Opportunities Commission, "Safelite Autoglass to Pay \$45,000 to Settle EEOC Sex Discrimination Lawsuit." Press release (Washington DC: U.S. EEOC, February 28, 2023). <<https://www.eeoc.gov/newsroom/safelite-autoglass-pay-45000-settle-eeoc-sex-discrimination-lawsuit#:~:text=AUSTIN%2C%20Texas%20%E2%80%93%20Ohio%2Dbased,the%20federal%20agency%20announced%20today>>.

⁹ Table A-2. Usual Weekly Earnings of Employed Full-time Wage and Salaried Workers by intermediate Occupation, Sex, Race, and Hispanic or Latino Ethnicity and Non-Hispanic Ethnicity (U.S. Bureau of Labor Statistics, 2023, unpublished).

¹⁰ In the intermediate broad occupation of Services, Protective Services is the only sub-group which is male-dominated (78.2% male); while earnings in the other occupations in this group are below \$700, the median weekly earnings for workers in Protective Services are \$1024.

¹¹ The 2022 federal poverty threshold for a family of three was \$23,578; see U.S. Census Bureau, Poverty Thresholds (Washington, DC: U.S. Census Bureau, 2022), <<https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>>. Assuming full-time work for 50 weeks a year, this translates into \$472 per week at 100% of federal poverty guidelines, and \$707 at 125% of poverty.

¹² Table A-2. As note 10 above.

¹³ See, for example, Daniel Schneider and Kristen Harknett, *It's About Time: How Work Schedule Instability Matters for Workers, Families, and Racial Inequality*. Research Brief. The Shift Project (Berkeley, CA: UC Berkeley, 2019 October). <<https://shift.hks.harvard.edu/files/2019/10/Its-About-Time-How-Work-Schedule-Instability-Matters-for-Workers-Families-and-Racial-Inequality.pdf>>.; or Ellen Kossek, and Ariane Ollier-Malaterre, "Desperately Seeking Sustainable Careers: Redesigning Professional Jobs for the Collaborative Crafting of Reduced-Load Work." *Journal of Vocational Behavior* 117 (2020): 103315.

¹⁴ U.S. Bureau of Labor Statistics, "Employee Benefits in the United States- March 2022." National Compensation Survey (Washington DC: BLS, 2022). <<https://www.bls.gov/news.release/pdf/ebs2.pdf>>

¹⁵ See U.S. Department of Labor, *Bearing the Cost: How Overrepresentation in Undervalued Jobs Disadvantaged Women During the Pandemic*. (Washington, DC: U.S. Department of Labor, 2022). <<https://www.dol.gov/sites/dolgov/files/WB/media/BearingTheCostReport.pdf>>.

¹⁶ 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, "The Gender Wage Gap: Extent, Trends, and Explanations," *Journal of Economic Literature* 55, no. 3 (2017): 789-865. See also Thomas B. Foster,

Marta Murray-Close, Liana Christin Landivar, and Mark de Wolf, "An Evaluation of the Gender Wage Gap Using Linked Survey and Administrative Data." U.S. Department of Labor

An Evaluation of the Gender Wage Gap Using Linked Survey and Administrative Data; Center for Economic Studies Working Paper CES 20-34 (U.S. Census Bureau, 2022). <<https://www2.census.gov/ces/wp/2020/CES-WP-20-34.pdf>>.

¹⁷ See Wage Equity Study Team *Wage Equity for Non-profit Human Services Workers: A study of work and pay in Seattle and King County*. (Seattle, WA: University of Washington, 2023) <<https://socialwork.uw.edu/wageequitystudy>>.

¹⁸ See National Women's Law Center, "Salary Range Transparency Reduces Gender Wage Gaps." Fact Sheet. (Washington DC: National Women's Law Center, 2023). <<https://nwlc.org/wp-content/uploads/2022/09/Salary-Transparency-FS-1.13.23.pdf>>.

¹⁹ See Shengwei Sun, Ariane Hegewisch, and Laura Adler, *Equal Pay Policies and the Gender Wage Gap: A Compilation of Recent Research* (Washington, DC: Institute for Women's Policy Research, 2022), <<https://iwpr.org/iwpr-publications/equal-pay-research-compilation/>>.

²⁰ IWPR In The Lead, "The Facts Are Clear: Unions Help Women Close the Pay Gap." Blog post (Washington DC: Institute for Women's Policy Research, February 13, 2023) <<https://iwpr.org/media/in-the-lead/the-facts-are-clear-unions-help-women-close-the-pay-gap/>>.

²¹ U.S. Congress, *Infrastructure Investment and Jobs Act* (Washington, DC: U.S. Congress), <<https://www.congress.gov/bill/117th-congress/house-bill/3684/text>>Hegewisch and Eve Mefferd, *A Future Worth Building: What Tradeswomen Say about the Change They Need in the Construction Industry*, Report, IWPR #C508 (Washington, DC: Institute for Women's Policy Research, 2021), <<https://iwpr.org/iwpr-publications/a-future-worth-building-report/>>; National Taskforce on Tradeswomen's Issues, *Framework for Promoting Equity and Inclusion for Women and People of Color Working in the Trades on Publicly Funded Infrastructure Projects* (National Taskforce on Tradeswomen's Issues, 2020), <https://tradeswomentaskforce.org/system/files/national_taskforce_on_tradeswomens_issues_infrastructure_framework.pdf>; National Taskforce on Tradeswomen's Issues, *National Strategy on Gender Equity and Equality/ Towards Women's Equitable Access to and Retention in High-Wage, High-Skilled Apprenticeship Training, and Trades Employment* (National Taskforce on Tradeswomen's Issues, 2022), <https://tradeswomentaskforce.org/system/files/recommendations_to_the_wh_gender_policy_council_from_the_taskforce_on_tradeswomens_issues.pdf>.

²² H.R.5376 - Inflation Reduction Act of 2022 <<https://www.congress.gov/bill/117th-congress/house-bill/5376/text>>.

²³ H.R.4346 - Chips and Science Act of 2020 <<https://www.congress.gov/bill/117th-congress/house-bill/4346>>.

²⁴ See Hegewisch and Eve Mefferd, *A Future Worth Building: What Tradeswomen Say about the Change They Need in the Construction Industry*, Report, IWPR #C508 (Washington, DC: Institute for Women's Policy Research, 2021), <<https://iwpr.org/iwpr-publications/a-future-worth-building-report/>>; Sharita Gruberg, Jessica Mason and Katherine Gallagher Robbins, "Historic Investments in Good Infrastructure Jobs Can't Leave Women Behind." Issue Brief (Washington DC: National Partnership for Women and Families, 2022) <<https://www.nationalpartnership.org/our-work/economic-justice/reports/infrastructure-investment-jobs-act.html>>.

²⁵ See National Taskforce on Tradeswomen's Issues, *National Strategy on Gender Equity and Equality/ Towards Women's Equitable Access to and Retention in High-Wage, High-Skilled Apprenticeship Training, and Trades Employment* (National Taskforce on Tradeswomen's Issues, 2022), <https://tradeswomentaskforce.org/system/files/recommendations_to_the_wh_gender_policy_council_from_the_taskforce_on_tradeswomens_issues.pdf>; Marina Zhavoronkova and Karla Walter, *How To Support Good Jobs and Workforce Equity on Federal Infrastructure Projects*. (Washington DC: Center for American Progress, 2023) <<https://www.americanprogress.org/article/how-to-support-good-jobs-and-workforce-equity-on-federal-infrastructure-projects/>>.

OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

