

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

The 2023 Weekly Gender Wage Gap by Race, Ethnicity, and Occupation

Research Highlights

- **Whether women work full-time year-round, full-time per week, or whether all women with earnings are included, they face a substantial wage gap.** Women who worked full-time year-round in 2022 made just 84.0 cents on the dollar paid to men. In 2023, the weekly earnings of women full-time workers were just 83.6 cents on the dollar paid to full-time working men and just 78.1 cents on the dollar when including both full-time and part-time workers with earnings.
- **The weekly gender wage gap between women and men full-time workers improved in 2023 but widened by race and ethnicity.** This is because White¹ men had higher real earnings increases than other groups. Latinas² median weekly earnings for full-time work were 59.2 percent of White men's in 2023, compared with 61.4 percent in 2022; Black women's 65.8 percent, down from 67.4 percent; White women's 81.7 percent, down from 84.2 percent; and Asian women's 96.1 percent, down from 99.6 percent.
- **Women were paid less than men for full-time work in all of the 20 largest occupations for women and in all of the 20 largest occupations for men.** The gap in earnings in women's largest occupations ranges from 28.7 cents less on the dollar paid to men Financial Managers to 2.3 cents less on the dollar paid to men Cashiers.
- **Whether working in management or service occupations, Black and Latina women's weekly pay for full-time work was substantially less than men's.** Black and Latina women's lower earnings are partly due to their overrepresentation in the lowest-paid occupations, but even here, they are paid less than men. For example, in Service occupations, Latinas' earnings were 89.8 percent of Latinos³ and 70.4 percent of White men's.



Real Earnings Increased for Women of Each of the Largest Racial/Ethnic Groups

Against the background of a strong labor market and a falling rate of inflation, for the first time since 2019, median weekly earnings for women and men working full-time were higher in 2023 than in the previous year. After controlling for inflation, women's median weekly earnings were \$1,005, an increase of 1.5 percent⁴, and men's \$1,202, an increase of 0.7 percent (Table 1). Because women's earnings increased more strongly than men's, the median weekly gender earnings ratio improved to 83.6 percent (a gender wage gap of 16.4 percent), compared with 83.0 percent (a gender wage gap of 17.0 percent) in 2022.

The most established median gender earnings ratio for full-time year-round workers was 84.0 percent in 2022 (a gender wage gap of 16.0 percent). Median annual earnings data for 2023 will be released in September 2024. 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.⁵ Data are also collected at one point in time only (March), while weekly earnings data are an average of monthly data.

Wage Gaps Widened for Women of All Major Racial and Ethnic Groups Compared to White Men

With the exception of Latino men, whose median weekly earnings marginally declined, women and men of all the largest racial and ethnic groups saw at least a small increase in inflation-controlled or real earnings.⁶ Yet, at 5.5 percent, the real median earnings increase for White men was substantially higher than for other groups' median weekly earnings; as a result, gender racial wage gaps widened compared to 2022 (Table 1).⁷

Earnings differences by gender, race, and ethnicity are substantial. Latina women faced the largest gender racial wage gap, being paid just 59.2 cents on the dollar paid to White men (a wage gap of 40.8 percent). This is slightly worse than in 2022 when the ratio was 61.4 cents on the dollar (a wage gap of 38.6 percent). Black women's median weekly earnings were just 65.8 cents on the dollar paid to White men (a wage gap of 34.2 percent), a decline from 67.4 percent (a wage gap of 32.6 percent) in 2022. The gender earnings ratio fell, and the wage gap also increased for White women (from 84.2 to 81.7 cents on the dollar, a change in the wage gap from 15.8 to 18.3 percent) and Asian women (from 99.6 to 96.1 cents on the dollar, a change in the wage gap from 0.4 to 3.9 percent; see Table 1).

Women of each of the largest gender and racial groups also earned less than men of the same group, ranging from 91.6 cents on the dollar for Black women compared to Black men; 87.4 cents on the dollar for Latinas compared to Latinos; 81.7 cents on the dollar for White women compared to White men; and 79.4 cents on the dollar for Asian women compared to Asian men (Table 1). The gender earnings ratio was narrower for Black and Latina women compared to men in the same group, and the wage gap was smaller than the gender racial wage compared to White men because Black and Latino men face many of the same systemic obstacles in the labor market as women. Gender earnings ratios for Black and Latina women marginally improved because women's real earnings increased more strongly than men's of the same race or ethnicity.

TABLE 1. Median Weekly Earnings and Gender Earnings Ratio for Full-Time Workers, by Race/Ethnicity, 2023 and 2022

Race/ Ethnicity	2023				2022 (adjusted to 2023 \$)			
	Women's median weekly earnings	Men's median weekly earnings	Female earnings as % of male earnings of same race/ ethnicity	Female earnings as % of White male earnings	Women's median weekly earnings	Men's median weekly earnings	Female earnings as % of male earnings of same race/ ethnicity	Female earnings as a % of White male earnings
All races/ ethnicities	\$1,005	\$1,202	83.6%	n/a	\$991	\$1,193	83.0%	n/a
Asian	\$1,299	\$1,635	79.4%	96.1%	\$1,276	\$1,612	79.2%	99.6%
Black	\$889	\$970	91.6%	65.8%	\$863	\$952	90.7%	67.4%
Hispanic or Latina/o	\$800	\$915	87.4%	59.2%	\$787	\$917	85.8%	61.4%
White	\$1,105	\$1,352	81.7%	81.7%	\$1,078	\$1,281	84.2%	84.2%

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 2023," (Washington, DC: U.S. Bureau of Labor Statistics, 2024, unpublished).

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 or Latinas/os may be of any race. Annual averages of median weekly earnings. Inflation adjustments of 2021 earnings based on U.S. Bureau of Labor Statistics Consumer Price Index CPI-U (Series ID CUUR0000SA0).

Because women are more likely than men to work part-time—22.5 percent of women compared with 11.7 percent of men in 2023⁸—the gender earnings ratio widens to 78.1 percent, and the wage gap increases to 21.9 percent when all weekly workers (both full-time and part-time) are included in the calculation.⁹

Women Are Paid Less than Men in All 20 Most Common Occupations for Women

Women were paid less than men in all of the 20 largest detailed occupations for women. The gender earnings ratio for full-time work in these occupations ranges from 97.7 percent (a wage gap of 2.3 percent) for Cashiers (with median weekly earnings of \$602 for women and \$616 for men) to 71.3 percent for Financial Managers (a wage gap of 28.7 percent, based on median weekly earnings for women of \$1,497, and for men of \$2,100; see Table 2). These occupations together employ 37.4 percent of women and 14.8 percent of men working full-time.

Among all 134 occupations large enough to estimate earnings for women and men, there was only one—Producers and Directors—where women earned more than men (122.6 percent). However, the 2023 Writers' Guild Strike made 2023 a rather untypical year for the film industry, unlikely to be repeated next year.¹⁰ At the other end of the spectrum were two occupations where women's median weekly earnings were less than two-thirds those of men: Other Financial Specialists (51.7 percent) and First-line Supervisors of Housekeeping and Janitorial workers (66.6 percent).¹¹

TABLE 2. Median Weekly Earnings for Women and Men in the 20 Most Common Occupations for Women, 2023

Full-Time Weekly and Salaried Workers Only

	Women's median weekly earnings	Women's earnings as % of men's	Men's median weekly earnings	Share of female workers in occupation
All full-time workers	\$1,001	86.5%	\$1,177	71.2%
20 most common occupations for women				
Elementary and middle school teachers	\$1,220	89.1%	\$1,370	78.4%
Registered nurses	\$1,409	85.0%	\$1,657	85.7%
Managers, all other	\$1,536	81.4%	\$1,887	41.6%
Customer service representatives	\$799	87.0%	\$918	66.1%
Secretaries and administrative assistants, except legal, medical, and executive	\$882	80.1%	\$1,101	90.6%
First-line supervisors of retail sales workers	\$904	82.6%	\$1,094	43.0%
Accountants and auditors	\$1,504	91.5%	\$1,644	57.9%
Nursing assistants	\$695	90.8%	\$765	89.4%
Cashiers	\$602	97.7%	\$616	69.8%
Teaching assistants	\$685	88.7%	\$772	80.5%
Office clerks, general	\$824	95.0%	\$867	81.0%
Financial managers	\$1,497	71.3%	\$2,100	55.2%
Bookkeeping, accounting, and auditing clerks	\$922	83.8%	\$1,100	84.9%
Maids and housekeeping cleaners	\$611	89.1%	\$686	86.5%
Receptionists and information clerks	\$749	97.3%	\$770	86.5%
Personal care aides	\$668	88.9%	\$751	79.0%
First-line supervisors of office and administrative support workers	\$1,075	88.9%	\$1,209	66.2%
Human resources workers	\$1,259	92.1%	\$1,367	74.7%
Education and childcare administrators	\$1,469	78.6%	\$1,870	68.8%
Retail salespersons	\$710	71.9%	\$988	39.2%

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, 2024).

Notes: Full-time defined as working 35 hours or more per week. Data are not released by gender and race/ethnicity.

Women Are Paid Less than Men in the 20 Most Common Occupations for Men

Women's median weekly earnings were 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 ranged from 72.2 percent for Drivers/Sales Workforce and Truck Drivers to 91.4 percent for Stockers and Order Fillers (Table 3).

In 3 of the 20 largest occupations for men—Carpenters, Electricians, and Automotive Service Technicians and Mechanics—there were too few women workers to estimate their median weekly earnings. A recently settled hiring discrimination case by the Equal Employment Opportunities Commission with an auto glass firm highlights the barriers that are still faced by women wanting to work in these industries.¹²

Women's low share of representation in the Carpenters and Electricians occupations is particularly disconcerting. These occupations offer well-established pathways to industry-recognized credentials and good-paying jobs through earn-as-you-learn apprenticeships; they are at the core of infrastructure- and manufacturing-related federal investments and the federal administration's Good Jobs Policy.¹³ Among all workers in 2023 (including part-time and full-time), women represent just 3.1 percent of Carpenters (a decline from 3.5 percent in 2022) and just 2.9 percent of Electricians (an increase from 2.1 percent in 2022).¹⁴ Without significantly accelerating progress toward greater gender equity in construction-related occupations, women will largely be excluded from the employment benefits of infrastructure investments.



TABLE 3. Median Weekly Earnings for Women and Men in the 20 Most Common Occupations for Men, 2023

Full-Time Weekly and Salaried Workers Only

	Women's median weekly earnings	Women's earnings as % of men's	Men's median weekly earnings	Share of female workers in occupation
All full-time workers	\$1,088	84.2%	\$1,263	28.8%
20 most common occupations for men				
Driver/sales workers and truck drivers	\$734	72.2%	\$1,016	5.5%
Managers, all other	\$1,536	81.4%	\$1,887	41.6%
Software developers	\$2,020	88.0%	\$2,296	20.1%
Construction laborers	\$711	81.7%	\$870	4.7%
First-line supervisors of retail sales workers	\$904	82.6%	\$1,094	43.0%
Laborers and freight, stock, and material movers, hand	\$685	85.5%	\$801	22.0%
Janitors and building cleaners	\$626	84.0%	\$745	33.6%
Retail salespersons	\$710	71.9%	\$988	39.2%
Carpenters	n/a	n/a	\$927	2.9%
Other production workers	\$771	86.3%	\$893	25.9%
Chief executives	\$2,520	84.5%	\$2,983	32.3%
Computer occupations, all other	\$1,430	87.7%	\$1,631	24.5%
Cooks	\$608	89.1%	\$682	35.4%
Electricians	n/a	n/a	\$1,199	2.3%
General and operations managers	\$1,347	79.8%	\$1,689	37.3%
Customer service representatives	\$799	87.0%	\$918	66.1%
Sales representatives, wholesale, and manufacturing	\$1,215	79.2%	\$1,535	26.8%
Stockers and order fillers	\$667	91.4%	\$730	32.7%
Automotive service technicians and mechanics	n/a	n/a	\$1,001	2.0%
Elementary and middle school teachers	\$1,220	89.1%	\$1,370	78.4%

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, 2024).

Note: Full-time defined as working 35 hours or more per week. Earnings data for detailed occupations are not released by gender and race/ethnicity. Earnings data are published only for occupations/groups with an estimated minimum of 50,000 workers.

Black and Latina Women Are Paid Less than Men in Each Broad Occupational Group and Are Overrepresented in the Lowest-Paying Occupations

Black and 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 (\$676 for women and \$801 for men).¹⁵ They include jobs in health care supports, personal care, food preparation and serving, building and ground cleaning and maintenance, and protective services.¹⁶ One in four Latina women full-time workers (25.1 percent, with median weekly earnings of just \$646) and one in five Black women (20.5 percent, with median weekly earnings of \$654) work in these occupations (Table 4). White and Asian women also have low earnings in Service occupations (\$701 and \$716, respectively) but proportionately fewer work in them (10.7 and 14.1 percent, respectively; see Table 4).

Irrespective of their race or ethnicity, the earnings of women in Service occupations are lower than the earnings of men. For example, Latinas' earnings were 87.7 percent of Latinos and 70.5 percent of White men in Service occupations (IWPR calculation based on Tables 4 and 5). The median weekly earnings for full-time work 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.¹⁷ Moreover, for workers in Service occupations, access to stable full-time work is often elusive, further lowering their earnings.¹⁸

The highest-paying intermediate occupations were Management, Business, and Financial Operations, with \$1,449 median weekly earnings for women and \$1,868 for men.¹⁹ More than one in five White and Asian women (24.1 and 24.2 percent, respectively) work in these occupations compared with 17.7 percent of Black women and 14.2 percent of Latina women full-time workers. For full-time working women of each of the largest racial/ethnic groups, the share who worked in Management occupations was slightly higher in 2023 than in the previous year.²⁰ Yet, women who are working in these higher-paying occupations also face steep gender and racial earnings gaps. For example, Black women are paid just 86.5 percent of Black men's earnings and only 67.6 percent of White men's (IWPR calculation based on Tables 4 and 5).

With Lower Pay Come Lower Benefits

Working in lower-paying occupations often also means less access to benefits. Only 49 percent of workers in Service occupations have access to medical care benefits, and just 64 percent to paid sick time. By contrast, more than 90 percent of civilian workers in Management, Business, and Financial occupations have access to medical care benefits (95 percent) or paid sick time (96 percent).²¹



TABLE 4. Median Weekly Earnings for Women Workers by Race and Ethnicity for Intermediate Occupations, 2023

Full-Time Wage and Salaried Workers

Women workers	White women		Black women		Latina 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	Latina women in occupations as % of all female Latina workers	Median weekly earnings	Asian women in occupations as % of all female Asian workers
All occupations (100%)	\$1,105	100% (31,448)	\$889	100% (8,508)	\$800	100% (9,399)	\$1,299	100% (3,867)
Management, business, and financial operations occupations	\$1,487	24.1%	\$1,287	17.7%	\$1,260	14.2%	\$1,690	24.2%
Professional and related occupations	\$1,302	35.3%	\$1,157	28.7%	\$1,131	21.3%	\$1,654	40.3%
Service occupations	\$701	10.7%	\$654	20.5%	\$646	25.1%	\$716	14.1%
Sales and related occupations	\$887	24.1%	\$783	23.8%	\$805	25.0%	\$932	15.4%
Natural resources, construction, and maintenance occupations	\$863	0.9%	\$665	0.6%	\$645	2.4%	\$960	0.3%
Production, transportation, and material moving occupations	\$759	4.8%	\$718	8.6%	\$677	12.0%	\$795	5.7%

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 2023,” (Washington, DC: U.S. Bureau of Labor Statistics, unpublished).

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 or Latinas/os may be of any race. Annual averages of median weekly earnings.

TABLE 5. Median Weekly Earnings for Men Workers by Race and Ethnicity for Intermediate Occupations, 2023

Full-Time Wage and Salaried Workers

Men workers	White men		Black men		Latino men		Asian men	
	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	Latino men in occupations as % of all male Latino workers	Median weekly earnings	Asian men in occupations as % of all male Asian workers
All occupations (100%)	\$1,352	100% (39,575)	\$970	100% (7,943)	\$915	100% (13,434)	\$1,635	100% (4,730)
Management, business, and financial operations occupations	\$1,905	22.1%	\$1,488	13.8%	\$1,518	10.9%	\$2,165	20.3%
Professional and related occupations	\$1,747	23.8%	\$1,412	17.2%	\$1,450	11.0%	\$2,085	45.0%
Service occupations	\$917	8.9%	\$749	17.1%	\$719	16.9%	\$797	8.7%
Sales and related occupations	\$1,188	14.2%	\$875	13.7%	\$911	11.3%	\$1,134	11.0%
Natural resources, construction, and maintenance occupations	\$1,123	15.0%	\$989	10.3%	\$863	27.6%	\$1,148	4.2%
Production, transportation, and material moving occupations	\$999	16.0%	\$837	27.9%	\$857	22.5%	\$891	10.8%

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 2023," (Washington, DC: U.S. Bureau of Labor Statistics, unpublished).

Note: 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 or Latinas/os may be of any race. Annual averages of median weekly earnings.

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, women and men often tend to work in different occupations, and 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.²² Since the beginning of the 21st century, the integration of occupations by race and ethnicity has stalled.²³ Research suggests that these differences in the gender composition of occupations and industries account for half of the wage gap.²⁴

Four of the 20 most common occupations for women and none of the 20 most common occupations for men are in care-related fields. Four of the 20 most common occupations for men are in the fields of construction and transportation, and none of the 20 most common occupations for women (see Tables 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 ongoing gender and racial bias and discrimination.²⁵

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

Tackling profound gender and racial wage gaps requires a variety of policies. These include addressing discrimination in all aspects of employment and tackling occupational segregation and its consequences, both by improving women’s access to and retention in well-paid jobs predominantly held by men and by improving earnings and job quality 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.²⁶ Research suggests that such laws are making an impact on the gender wage gap.²⁷

Lower pay often comes with lower benefits, less employment security, and less control over scheduling. Policymakers at the federal and state levels 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 abolishing the tipped minimum wage; providing comprehensive access to paid leave, including sick leave and family leave; strengthening protections against unfair scheduling practices to ensure that workers have access to a fair workweek; and supporting 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 contracts.²⁸ Strengthening the right of workers to act collectively and join or form a union to bargain and negotiate for better working conditions, pay, and benefits is a key component of narrowing the gender pay gap.

Historically, high federal investments in infrastructure²⁹, a clean energy transition³⁰, and manufacturing capacity essential for America's economic growth and security³¹ provide a once-in-a-generation opportunity—and imperative—to tackle women's stark underrepresentation in well-paid construction and manufacturing occupations.³² 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.³³

At the same time, tackling the wage gap requires parallel investment in the care infrastructure. Without access to high-quality, affordable child care, elder care, and care for individuals with disabilities, women are less able to participate in paid work than men. Without substantial investments to ensure that care jobs pay family-sustaining wages and benefits, child care and nursing 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.

Investments in care infrastructure are investments in the workforce of today and tomorrow, and care jobs must have 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.

This fact sheet was prepared by Ariane Hegewisch and Hannah Gartner. It was made possible with the support of the Ford Foundation, the Kresge Foundation, and the Robert Wood Johnson Foundation.

ENDNOTES

¹ In this fact sheet, White men and women are defined as White, non-Hispanic or Latino/a .

² In this fact sheet, we use the term Latina to refer to Hispanic or Latina women.

³ In this fact sheet, we use the term Latino to refer to Hispanic or Latino men.

⁴ IWPR calculations based on data and sources for Table 1.

⁵ For annual earnings data by race and ethnicity and trends in the gender earnings ratio over time, see Ariane Hegewisch and Cristy Mendoza, "Gender and Racial Wage Gaps Marginally Improve in 2022 but Pay Equity Still Decades Away: Annual Gender Wage Gap by Race and Ethnicity 2022," Fact Sheet, IWPR #C519 (Washington, DC: Institute for Women's Policy Research, 2023), <https://iwpr.org/wp-content/uploads/2023/09/2023-National-Wage-Gap-September-Factsheet-FINAL.pdf>.

⁶ Controlling for inflation, the median weekly earnings of Black women were 3.0 percent higher in 2023 than in 2022; 2.5 percent higher for White women; 1.8 percent higher for Asian women; and 1.7 percent higher for Hispanic or Latina women. Black men's increased by 1.9 percent, Asian men's by 1.4 percent, and Hispanic or Latino men's marginally decreased by 0.2 percent. IWPR calculations based on data and sources in Table 1.

⁷ IWPR calculation based on data and sources in Table 1.

⁸ IWPR calculation based on "Table 8. Employed and Unemployed Full- and Part-Time Workers by Age, Sex, Race, and Hispanic or Latino ethnicity, 2023," Current Population Survey Household Annual Averages (U.S. Bureau of Labor Statistics, 2024), <https://www.bls.gov/cps/cpsaat08.htm>.

⁹ IWPR calculation based on "Table A-5.B Usual Weekly Earnings of Employed Wage and Salary Workers by Sex, Race, and Age, Annual Averages 2023," Current Population Survey (U.S. Bureau of Labor Statistics, unpublished).

¹⁰ In 2022, women's earnings were substantially below men's, at 78.9 percent. IWPR analysis based on "Table 39.

Median Weekly Earnings of Full-Time Wage and Salary Workers by Detailed Occupation and Sex," Current Population Survey Household Annual Averages (U.S. Bureau of Labor Statistics, 2024), <https://www.bls.gov/cps/cpsaat39.htm>.

¹¹ IWPR analysis based on "Table 39. Median Weekly Earnings of Full-Time Wage and Salary Workers by Detailed Occupation and Sex."

¹² U.S. Equal Employment Opportunities Commission, "Safelite Autoglass to Pay \$45,000 to Settle EEOC Sex Discrimination Lawsuit," news release (Washington, DC: U.S. EEOC, February 28, 2023.)

¹³ See, for example, "Biden-Harris Administration Celebrates Historic Progress in Rebuilding America Ahead of Two-Year Anniversary of Bipartisan Infrastructure Law," Fact Sheet, White House (Washington, DC: November 9, 2023), <https://www.whitehouse.gov/briefing-room/statements-releases/2023/11/09/fact-sheet-biden-harris-administration-celebrates-historic-progress-in-rebuilding-america-ahead-of-two-year-anniversary-of-bipartisan-infrastructure-law/>; "CHIPS and Science Act Will Lower Costs, Create Jobs, Strengthen Supply Chains, and Counter China," Fact Sheet, White House (Washington, DC: August 9, 2022), <https://www.whitehouse.gov/briefing-room/statements-releases/2022/08/09/fact-sheet-chips-and-science-act-will-lower-costs-create-jobs-strengthen-supply-chains-and-counter-china/>; Sepna Mehta, *Roadmap to Equity: Ensuring Federal Infrastructure Investments Create Good Jobs for Women & People of Color* (Washington, DC: The Center for Law and Social Policy, December 2023).

¹⁴ "Table 11. Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity, Annual Averages 2023 and 2022," Current Population Survey Household Annual Averages (U.S. Bureau of Labor Statistics, January 26, 2024), <https://www.bls.gov/cps/tables.htm>.

¹⁵ IWPR analysis 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 2023," Current Population Survey (U.S. Bureau of Labor Statistics, 2024, unpublished).

¹⁶ In the intermediate broad occupation of Services, Protective Services is the only subgroup which is male dominated (79.1 percent male); while earnings in the other occupations in this group are below \$725, the median weekly earnings for workers in Protective Services are \$1,113.

¹⁷ The 2023 federal poverty threshold for a family of three (one adult and two children) was \$24,549; see U.S. Census Bureau, *Poverty Thresholds* (Washington, DC: U.S. Census Bureau, 2023), <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 \$491 per week at 100% of federal poverty guidelines, and \$736 at 150%.

¹⁸ 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, October 2019), <https://shift.hks.harvard.edu/files/2019/10/Its-About-Time-How-Work-Schedule-Instability-Matters-for-Workers-Families-and-Racial-Inequality.pdf>.

¹⁹ "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 2023."

²⁰ See Table 4 of Ariane Hegewisch, Miranda Peterson, and Cristy Mendoza, "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," Fact Sheet, IWPR #C514 (Washington, DC: Institute for Women's Policy Research, 2023), <https://iwpr.org/wp-content/uploads/2023/03/Gender-Wage-Gaps-2023-003.pdf>.

²¹ U.S. Bureau of Labor Statistics, "Employee Benefits in the United States—March 2023." National Compensation Survey (Washington, DC: U.S. Bureau of Labor Statistics, 2023), <https://www.bls.gov/news.release/pdf/ebs2.pdf>.

²² 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>.

- ²³ For a recent analysis of occupational segregation by race and gender, see Ashley Jardina, Peter Q. Blair, Justin Heck, and Papia Debroy, *The Limits of Educational Attainment in Mitigating Occupational Segregation Between Black and White Workers*, No. w31641 (National Bureau of Economic Research, 2023); for a longer-term trend analysis, see Ariane Hegewisch and Heidi Hartmann, *Occupational Segregation and the Gender Wage Gap: A Job Half Done* (Washington, DC: Institute for Women's Policy Research, 2014), <https://iwpr.org/wp-content/uploads/2020/08/C419.pdf>.
- ²⁴ Differences in the distribution of women's and men's employment across occupations explained 32.9 percent of the gender wage gap, and differences 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," 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>.
- ²⁵ 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>.
- ²⁶ 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>.
- ²⁷ 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/>.
- ²⁸ "The Facts Are Clear: Unions Help Women Close the Pay Gap," IWPR (blog), February 13, 2023, <https://iwpr.org/the-facts-are-clear-unions-help-women-close-the-pay-gap/>.
- ²⁹ H.R. 3684—Infrastructure Investments and Jobs Act of 2021, <https://www.congress.gov/bill/117th-congress/house-bill/3684>; see also *Investing in America: Best Practices to Expand Access to Jobs and Economic Opportunity through Transportation Infrastructure Investments* (Washington, DC: U.S. Department of Transportation Office of the Secretary of Transportation, 2023).
- ³⁰ H.R. 5376—Inflation Reduction Act of 2022, <https://www.congress.gov/bill/117th-congress/house-bill/5376/text>.
- ³¹ H.R. 4346—Chips and Science Act of 2020, <https://www.congress.gov/bill/117th-congress/house-bill/4346>.
- ³² See Ariane Hegewisch, *Advancing Women in Manufacturing: Perspectives from Women on the Shop Floor*, Report, IWPR #C508 (Washington, DC: Institute for Women's Policy Research, 2023), <https://iwpr.org/wp-content/uploads/2023/03/IWPR-Advancing-Women-in-Manufacturing-report-2023-FINAL.pdf>; Ariane 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>.
- ³³ See "Women and Infrastructure Jobs: Policy Options for Congress" (Washington, DC: Institute for Women's Policy Research, 2023), <https://iwpr.org/women-and-infrastructure-jobs-policy-options-for-congress/>; 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/>; 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.

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.

