

Focusing a Gender Lens on New Jersey Employment in Challenging Economic Times

Linda Houser

Center for Women and Work, Rutgers University

New Jersey State Employment and Training Commission
Council on Gender Parity in Labor and Education

June 17th, 2010

Focusing a Gender Lens on National Employment Data I

Unemployment Rate

- May 2010: 9.7%
- May 2009: 9.4%
- May 2008: 5.5%

By Gender

- Adult Women: 8.1% (up 0.6% from last year)
- Adult Men: 9.8% (flat from last year)

By Race/Ethnicity

- Whites: 8.8% (up 0.2% from last year)
- Blacks: 15.5% (up 0.5% from last year but down 1.0% since March and April)
- Hispanics and Latinos: 12.4% (down 0.3% from last year)
- Possible causes of the abrupt reversal of growing Black unemployment

Focusing a Gender Lens on National Employment Data II

Employment to Population Ratios

- May 2010: 58.7% (unchanged since October even as unemployment rate has declined)
- May 2009: 59.6%

By Gender

- Adult Women: 55.6% (down 0.9% from last year)
- Adult Men: 67.2% (down 0.8% from last year)

By Race/Ethnicity

- Whites: 59.6% (down 1.0% from last year)
- Blacks: 53.0% (down 0.5% from last year)
- Hispanics and Latinos: 59.4% (down 0.8% from last year)

Focusing a Gender Lens on National Employment Data IIIa

Employment to Population Ratios by Race and Gender (%)

	May 2008	May 2009	May 2010	One-Year Change	Two-Year Change
White Men	72.7	69.0	68.3	-0.7	-4.4
White Women	57.8	56.5	55.7	-0.8	-2.1
Black Men	64.5	58.7	58.5	-0.2	-6.0
Black Women	59.3	56.5	55.4	-1.1	-3.9

As of the fall 2009, Black women recorded lower EPRs than White women for the first time.

In the first 3 months of the year, the EPR for Black men did not exceed 57%.

Focusing a Gender Lens on National Employment Data IIIb

Employment to Population Ratios by Race and Gender (%)

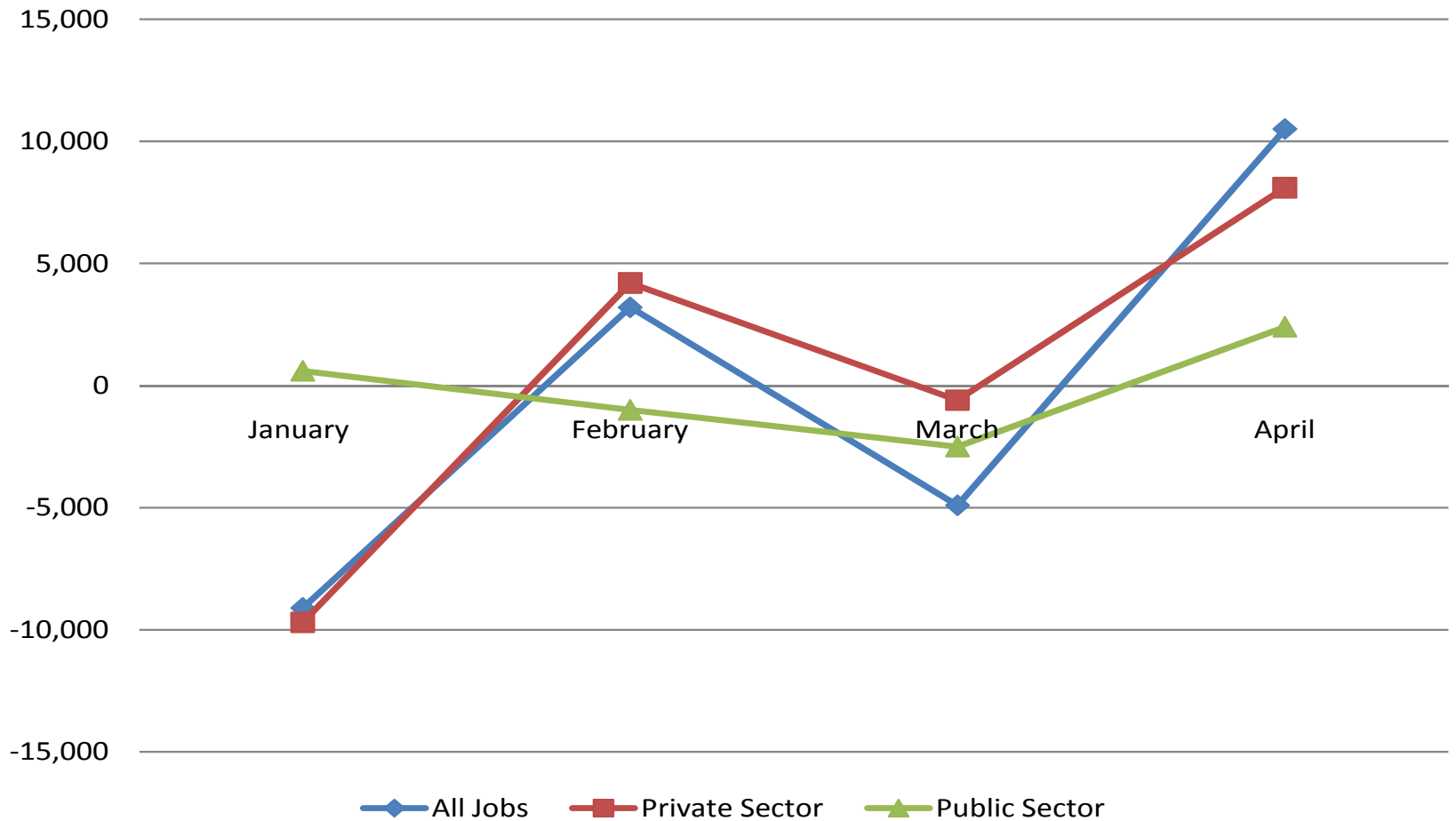
	February 2008	February 2009	February 2010	One-Year Change	Two-Year Change
White Men	73.2	69.8	67.7	-2.1	-5.5
White Women	57.7	56.8	55.8	-1.0	-1.9
Black Men	65.8	59.7	56.9	-2.8	-8.9
Black Women	59.6	57.4	55.6	-1.8	-4.0

As of the fall 2009, Black women recorded lower EPRs than White women for the first time.

Focusing a Gender Lens on New Jersey Employment Data

- New Jersey Unemployment Rate:
 - April 2010: 9.8%
 - Total employment:
 - -9,100 jobs in January
 - +3,200 jobs in February (+4,200 private and -1,000 public)
 - -4,900 in March (-600 private and -2,500 public)
 - +10,500 in April (+8,100 private and +2,400 public (2,100 attributable to Census))
 - Nearly all private sector industries saw increases in April, with the exception of construction (-2,400). However, construction saw large increases last month.

New Jersey NonFarm Employment



Compiled using data from the New Jersey Department of Labor and Workforce Development
Baseline = December's total number of jobs

Peering Through a Gender Lens

Industry
Factors

Income and
Education

Race and
Gender

Wages and
Benefits

Changing
Employment
"Rules"

Service
Demands

I. Industry Factors

- As of 2009, the largest share (35.1%) of employed women in NJ work in educational and health service sectors, where job numbers are growing.
- The second and third largest shares work in wholesale and retail trades (14.2%) and professional and business services (11.8%), areas in which job losses have *rivaled those in construction*.

I. Industry Factors (cont.)

- Nationally, occupational segregation for women actually increased slightly this past year, with 29.2% of all female full-time workers working in the 10 most common “female” occupations (28.9% in 2008)
- The opposite is true for men (20.7% in 2009 vs. 21.3% in 2008) (IWPR, April 2010)

II. Income and Education

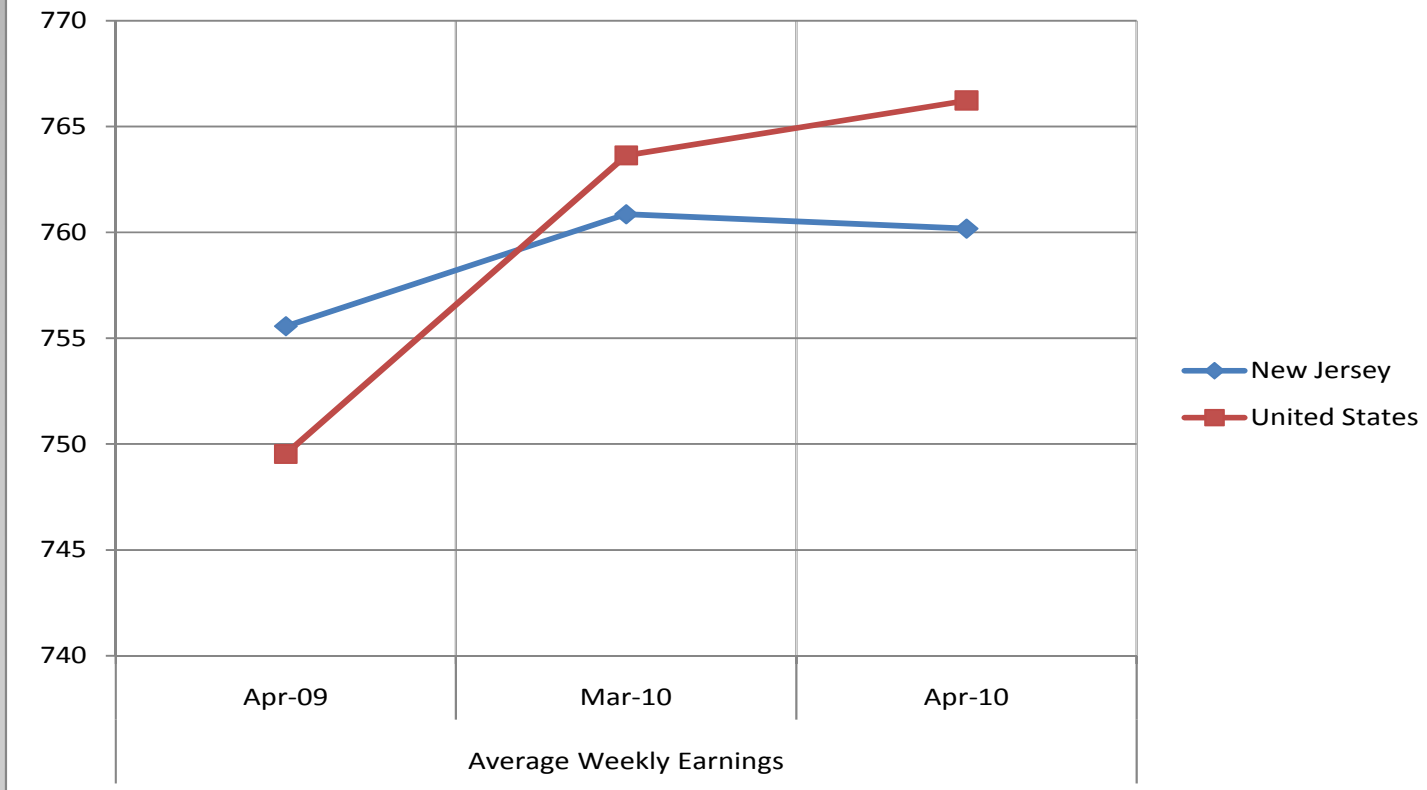
- As of 2009, NJ women at higher education levels comprised a greater share of total female unemployment claims than is the case with men.
- At the highest income levels, women's unemployment is rising as quickly as is men's.

III. Race and Gender

- New Jersey tracks national trends so far as the disproportionately negative effect of the recession on Black Americans
 - Black females comprise 14.6% of total unemployment claims, more than the proportion for Black males (12.3%).
 - The opposite is true for Whites, where unemployment claims by White men far outnumber those by White women.

IV. Wages and Benefits

Average Weekly Earnings for NJ and U.S.



IV. Wages and Benefits (cont.)

- Women, on average, earn less than men, and women suffer a wage penalty for exiting the workforce temporarily to care for a child or family member.
- New Jersey wage gap by race:
 - White gender wage gap: 73%
 - Black gender wage gap: 59%
 - Hispanic gender wage gap: 46%

V. Changing Employment "Rules"

- Increase in the use of contract workers and temporary hires
- Tension between the job-secure and job-insecure
- What is the future of workplace policies designed to attract the best talent in specific fields?
- Along with an expanding pool of qualified and, at times, desperate workers, will we see a retraction of workplace policies that maintain work/family balance for both women and men?

VI. Service Demands

- “New” customers
 - Men
 - Individuals with graduate and professional degrees
- Increased public sector work loads, even as furloughs continue and retiring workers are not replaced
- Average weekly work hours are on the rise, both nationally and in the state.

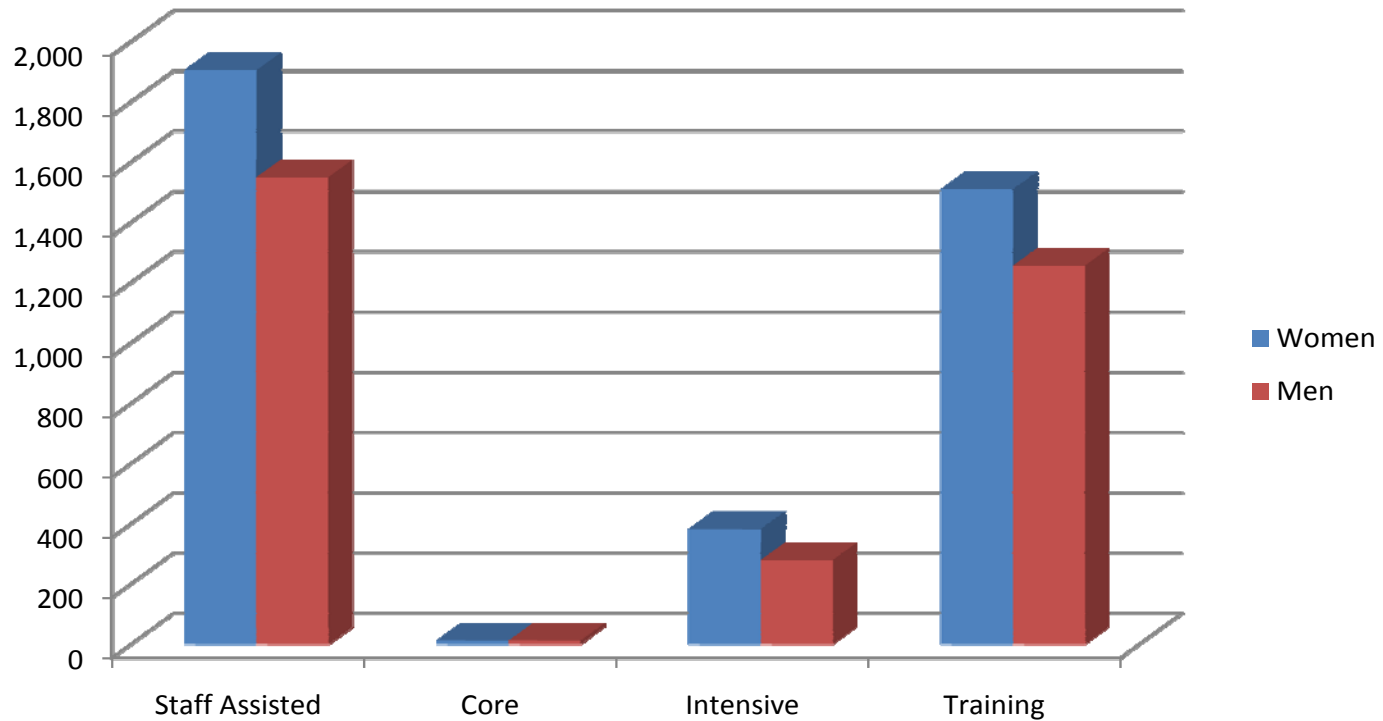
What do all these Factors Mean for Families?

- Percent of working wives with unemployed husband (Boushey 2009):
 - 2.4% over first five months of 2007
 - 5.4% over first five months of 2009
- Percent of working wives with non-employed husband (Boushey 2009):
 - 12.1% over first five months of 2007
 - 15.6% over first five months of 2009
- Increases in the percent of working wives with unemployed husbands are highest for young women (9.9% v. 4.4%) and women without high school degrees (8.3% v. 4.3%)

Considerations

- Serve individuals with a broad range of education and work experience backgrounds
 - One-stop?
- Families as a meaningful unit of analysis
- *NJ Performs*

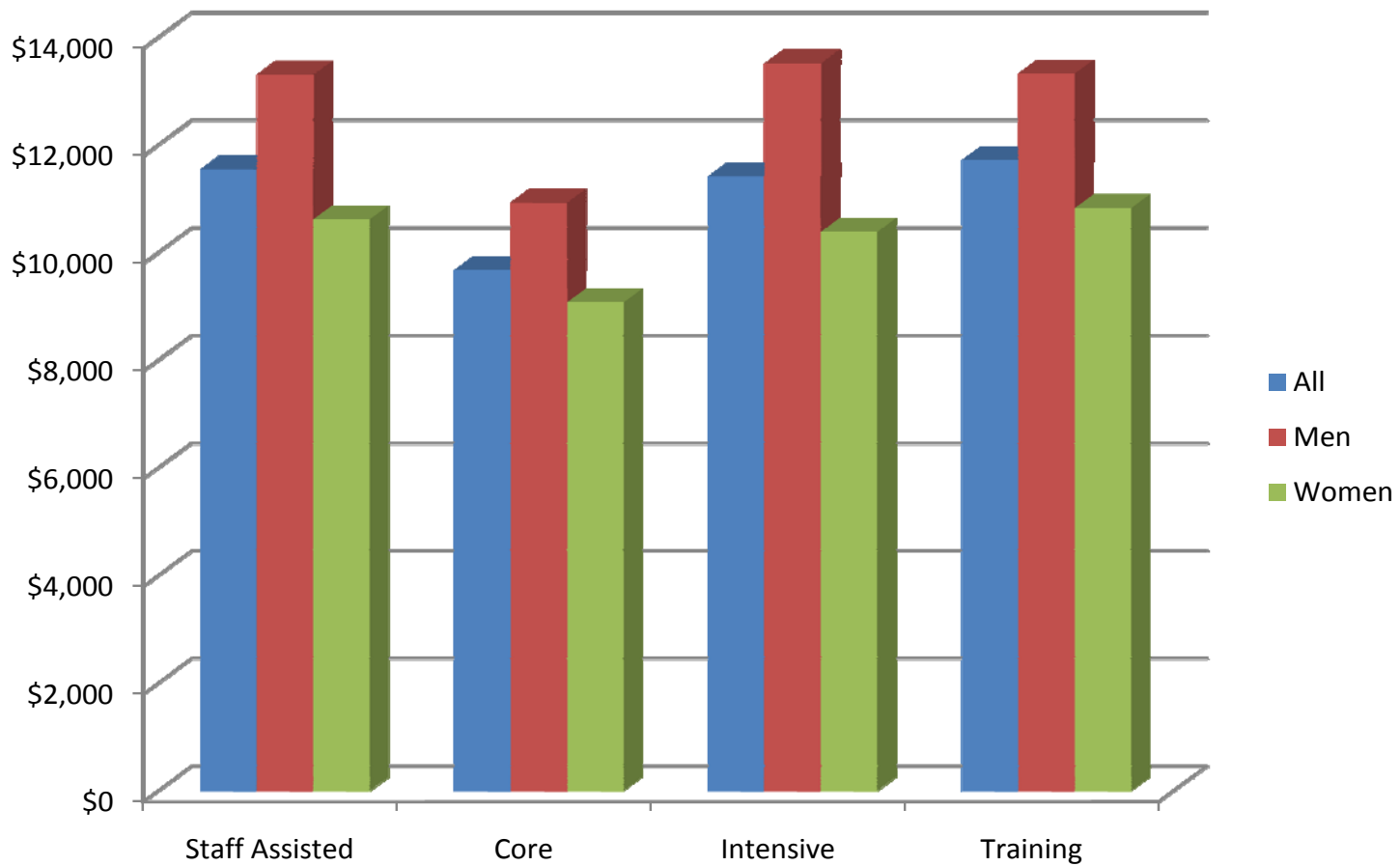
Distribution of Women and Men in Service Categories NJ Performs June 2010



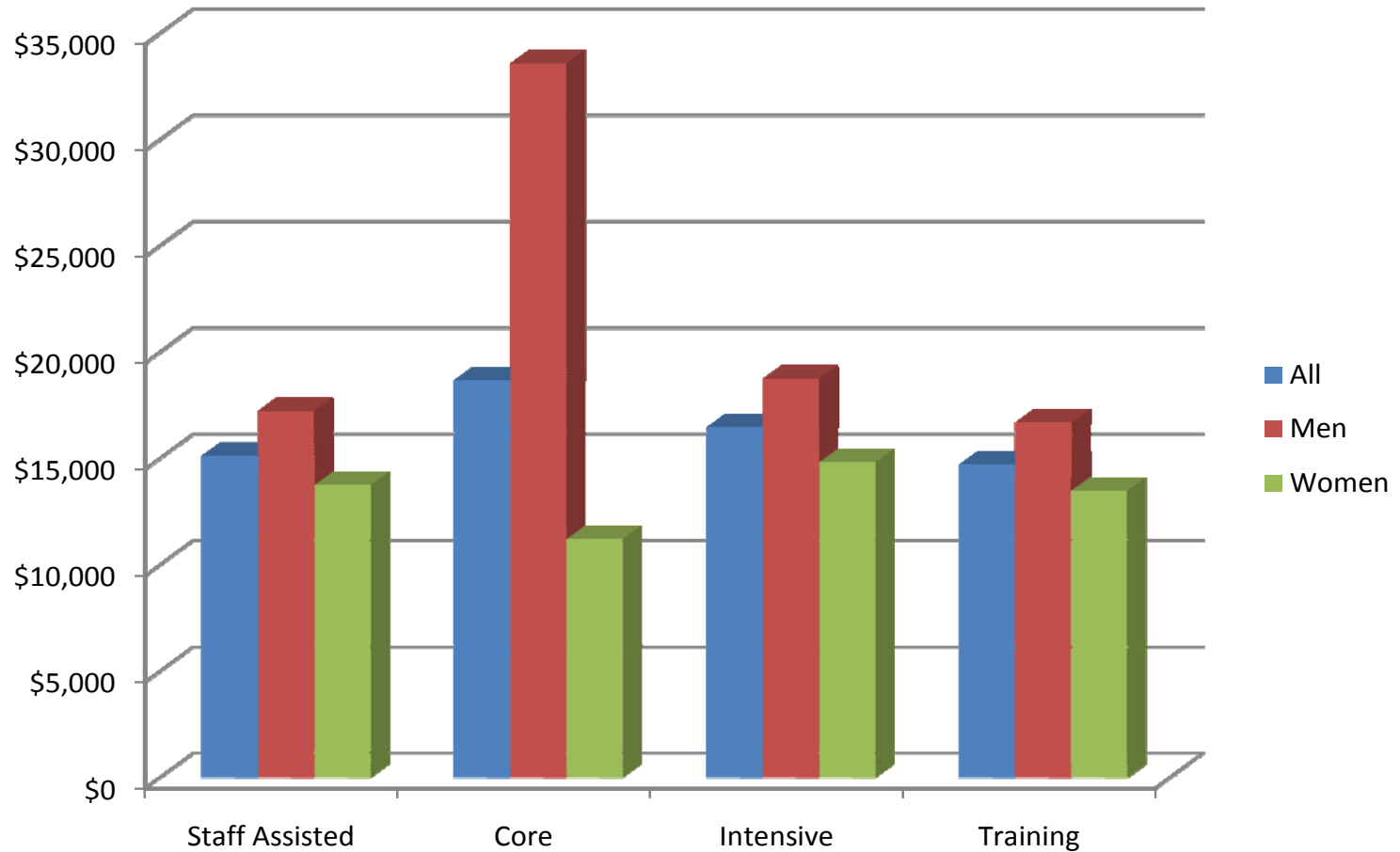
Early Findings

- Women have higher job placement rates than men in every service category (staff-assisted, core, intensive, and training)
 - Placement rate for those in training...
 - women = 59.5%
 - men = 57.2%
- However, average Adult and DW earnings are substantially higher for men than for women

Adult Average Earnings Post-Placement



DW Average Earnings Post-Placement



Placement Occupations

- Women tend to be placed in...
 - healthcare support (n = 121; wage = \$11.78);
 - office/administrative support (n = 114; wage = \$13.82);
 - healthcare practitioner/technical (n = 38; wage = \$14.38)
- Men tend to be placed in...
 - transportation and material moving (n = 171; wage = \$17.95); and
 - computer/mathematical science (n = 29; wage = \$23.63)