

Labor Market Spotlight

New Jersey Women in the Workforce: More Educated Despite Earnings Gap

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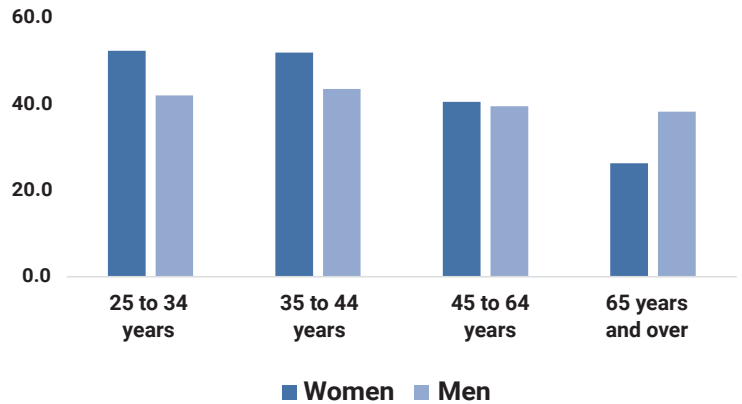
Educational Attainment of Women

- Less than high school
- High school & equivalent
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Graduate/professional degree



The percentage of women who hold a bachelor's or other graduate/professional degree (41.0%) is slightly higher than that of men (40.5%).

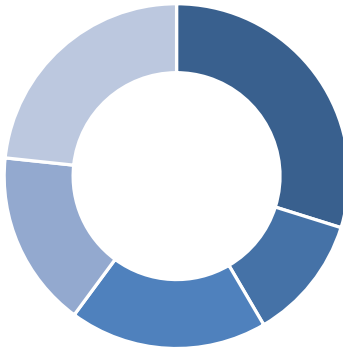
Percent of People with a Bachelor's Degree or Higher by Age



Women between the ages of 25 and 44 have attained higher levels of education.

Field of Study, Women 25 and Over

- Science & engineering
- Science/engineering related
- Business
- Education
- Arts, humanities and other



Science and engineering continue to be an increasingly popular field of study for women. By age, 33.8% of 25-39 year olds have a degree in science and engineering compared to 21% of those 65 and over.

2.1MIL Number of workers age 16 and over

47.6% Percent of employed residents

36.5% Percent with income who worked full-time year round

26.6% Percent of computer, science and engineering workers

37.4% Percent of those self-employed who own an incorporated business

79.2% Percent of degree holders in education

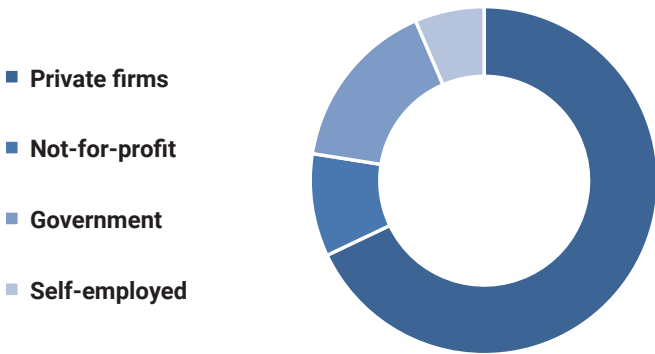


Where Women Work

Occupational Group	Estimated Employment	Percent of Employed Women	Women's Share of Occupational Employment
Educational instruction and library occupations	235,000	11.1%	74.9%
Management occupations	207,000	9.8%	40.0%
Healthcare practitioners and technicians	200,000	6.9%	73.4%
Business and financial operations occupations	145,000	9.5%	48.3%
Community and social service occupations	54,000	2.6%	69.1%
Total Employment	2,109,000		

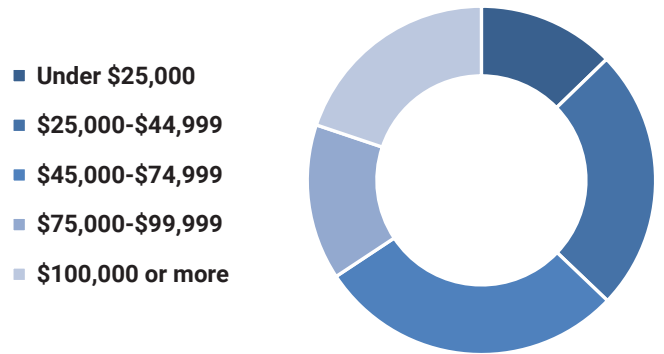
The share of occupational employment shows where the most gender disparity exists, in terms of employment. While women are most likely to be employed in educational instruction, healthcare, or community service occupations, they are less likely to be employed in natural resources, construction and maintenance (3.2%) law enforcement (13.1%), architecture and engineering (13.3%) and transportation (14.3%) occupations. The workforce in those occupations is predominately male (natural resources, construction and maintenance, 98.8%; law enforcement, 86.9%; architecture and engineering, 86.7%; and transportation, 85.7%).

Women Workers by Type of Business



Women account for 16.1% of the government workforce. They account for more state (57.2%) and local (59.2%) government workers than men, possibly due to the high number of women employed in educational instruction occupations.

Income of Women Who Work Full-Time, Year Round



Despite education levels among women rising, they still typically earn less than men. Just 19.8% earn over \$100,000 annually compared to 33.7% of men.

Technical Note: Data in this report is from the US Census Bureau American Community Survey 2020 5-year estimates and represents information for people who live in New Jersey.

For more labor market data, visit the NJDOL Office of Research and Information online at: nj.gov/labor/data

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