



**GREAT NEWS:  
“THERE IS NO MALE-FEMALE  
WAGE GAP”**

**Presentation to the Council on Gender Parity in  
Labor and Education**

**April 14, 2011**

**Linda Houser**

**Center for Women and Work**

**Department of Labor Studies & Employment  
Relations**

**Rutgers University**

CARRIE LUCAS, WALL STREET JOURNAL,  
APRIL 12, 2011

- “Feminist hand-wringing about the wage gap relies on the assumption that the differences in average earnings stem from discrimination.”
- “Women gravitate toward jobs with fewer risks, more comfortable conditions, regular hours, more personal fulfillment and greater flexibility.”
- “[Men] put up with these unpleasant factors so that they can earn more.”



## ACCORDING TO LUCAS...

- “The Department of Labor's Time Use survey shows that full-time working women spend an average of 8.01 hours per day on the job, compared to 8.75 hours for full-time working men....
- One would expect that someone who works 9% more would also earn more. This one fact alone accounts for more than a third of the wage gap.”



# WIDELY RECOGNIZED INDICATORS

Women occupy nearly half of all U.S. jobs.

Over half of all women are in the workforce (compared to over two-thirds for men).

Women's educational attainment is, on average, higher than men's on most educational indicators (enrollment and graduation rates, academic performance, and – for the first time in spring 2009 - earned doctorates)

But, women earn about 80 cents for every dollar earned by men.



# NATIONAL EMPLOYMENT DATA I

## Unemployment Rate

- March 2011: 8.8%
- March 2010: 9.7%
- March 2009: 8.6%

## By Gender

- Adult Women: 7.7% (down 0.3% from last year)
- Adult Men: 8.6% (down 1.4% from last year)

## By Race/Ethnicity

- Whites: 7.9% (down 0.8% from last year)
- Blacks: 15.5% (down 1.0% from last year)
- Hispanics and Latinos: 11.2% (down 1.0% from last year)

# NATIONAL EMPLOYMENT DATA II

## Employment to Population Ratios

- March 2011: 58.5%
- March 2010: 58.6%

## By Gender

- Adult Women: 55.4% (down 0.3% from last year and recently falling)
- Adult Men: 67.0% (up 0.2% from last year)

## By Race/Ethnicity

- Whites: 59.5% (down 0.1% from last year)
- Blacks: 51.9% (down 0.4% from last year)
- Hispanics and Latinos: 58.9% (down 0.5% from last year)

## UNPACKING THE STATS.

- “Women are almost half the workforce.”
  - Based on payroll data – Current Employment Statistics (CES)
  - Differs from unemployment rate and EPR data, which are calculated from the Current Population Survey (CPS)
  - CES excludes unemployed, self-employed, domestic workers, and farm workers
  - And those with several jobs are counted multiple times
  - Both datasets exclude those in the military and in institutions
  - Consider seasonal effects (English, Hartmann, & Hayes, April 2010)



# NATIONAL EMPLOYMENT DATA III

## U.S. Employment to Population Ratios by Race and Gender (%)

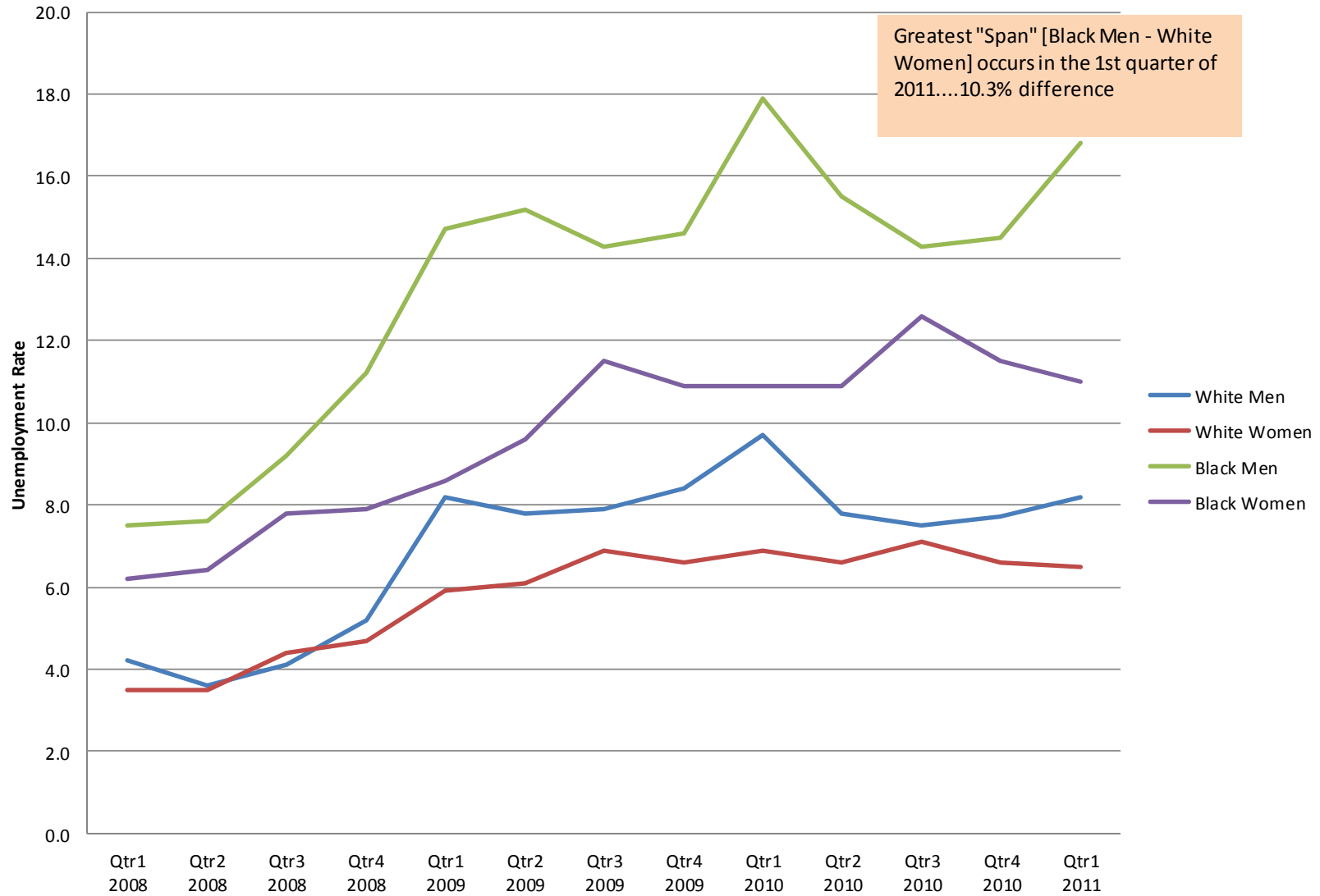
	March 2008	March 2010	March 2011	One-Year Change	Three-Year Change
White Men	73.1	68.0	68.0	-0.0	-5.1
White Women	57.7	55.9	55.7	-0.2	-2.0
Black Men	65.2	57.2	57.2	-0.0	-8.0
Black Women	59.9	55.1	54.4	-0.7	-5.5

- As of the fall 2009, Black women recorded lower EPRs than White women for the first time. And the gap has only widened since then.
- In the first three months of 2010, the EPR for Black men did not exceed 57 percent.

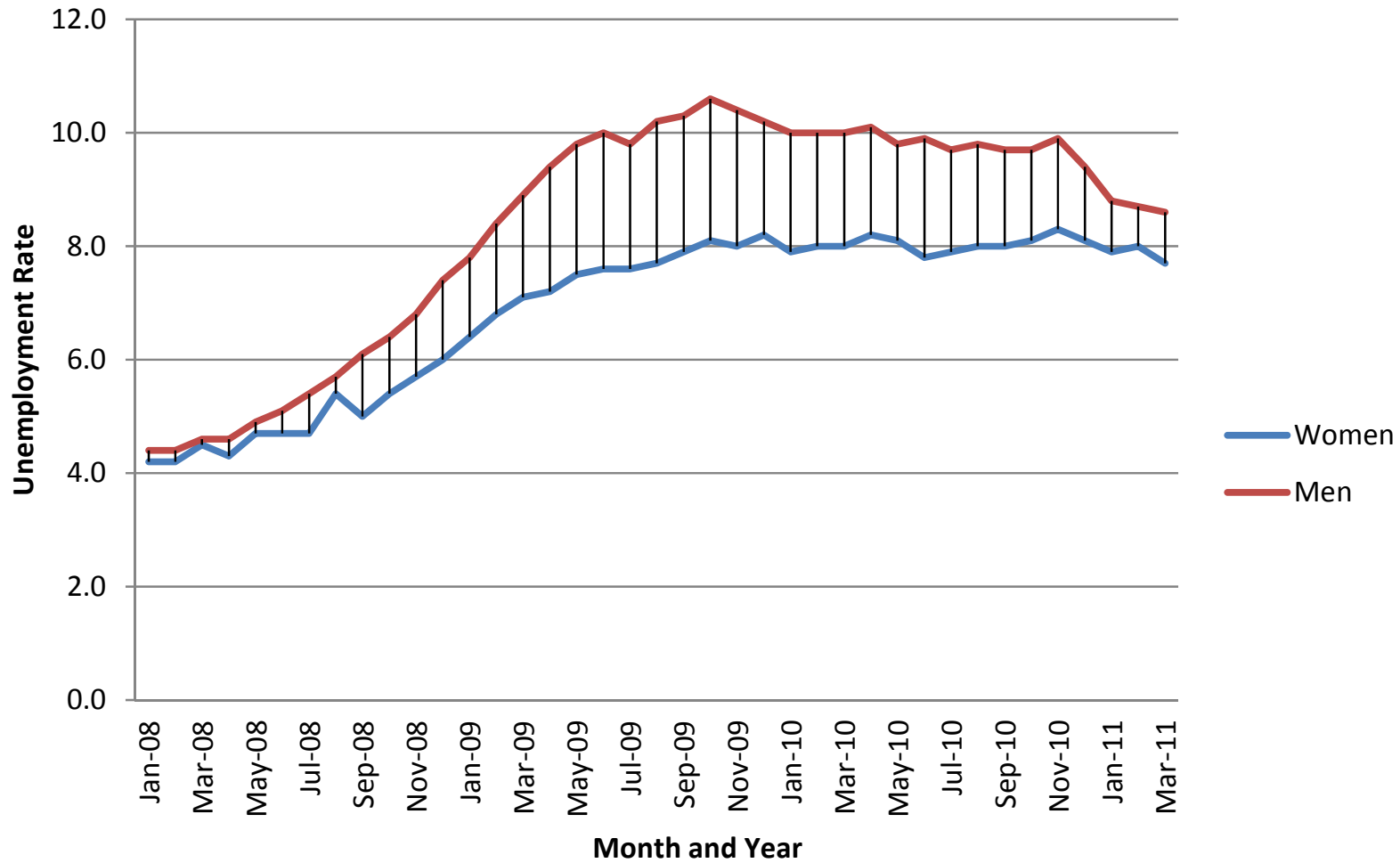




## Unadjusted Unemployment Rates, by Race and Sex



**Figure 1: Unemployment Rates by Gender, January 2008 to September 2010**



Compiled by Linda Houser, using data from the Current Population Survey, April 2011

## CURRENT GENDER PAY GAP (IWPR, 2011)

- 2010, Median Weekly Earnings:
  - \$669 for women
  - \$824 for men
  - For a ratio of 81.2% (or a gap of 18.8%)
- The gap persists for female-segregated occupations, male-segregated occupations, and non-segregated occupations
  - Where a sex-segregated occupation is one in which at least 75% of the workers are of one sex (Carl D. Perkins Vocational and Technical Education Act of 1998 S.250-6).



# CURRENT GENDER PAY GAP BY OCCUPATION (IWPR, 2011)

- Of the 111 occupations with sufficient data to calculate men's and women's earnings, there are only 4 in which women's earning exceed men's
  - Women's earnings are higher than men's by the greatest margin for “combined food preparation and service workers, including fast food”
  - Gender wage gap is highest for “personal financial advisors,” at an astounding 41.6% (women financial advisors earn about 54 cents for every dollar earned by men.)



## CURRENT GENDER PAY RATIO BY RACE/ETHNICITY (IWPR, 2010)

	Compared to a Man from the Same Race/Ethnic Group	Compared to a White Man
All Groups	80.2%	---
White (Non-Hispanic)	76.4%	76.4%
Black or African American	93.7%	63.1%
Asian	81.8%	84.5%
Hispanic or Latino (any race)	89.5%	55.2%



# CURRENT GENDER PAY RATIO FOR NEW JERSEY

- Estimated pay gap for New Jersey full-time workers, based on annual income: 76.5%
  - National Partnership for Women and Families, April 2011



## FACTOR 1: OCCUPATIONAL SEGREGATION (IWPR, 2011)

- The ten most common occupations for women employ 28.8% of all female full-time workers
  - Women's median weekly earnings of \$1,039 to \$427
- The ten most common occupations for men employ 20.0% of all male full-time workers
  - Men's median weekly earnings of \$2,217 to \$494
- The ten highest-paying occupations account for 5.75% of all male full-time workers and 2.6% of all female full-time workers
- The ten lowest-paying occupations account for 4.6% of all female full-time workers and 1.9% of all male full-time workers



## FACTOR 2: EDUCATIONAL DIFFERENCES

- In 2009, for the first time, women earned more doctoral degrees than men, but substantial gender segregation in educational fields persists.
  - [Washington Post article](#)





## FACTOR 3: CAREGIVING

- Women make 8% more than men...if they...
  - Live in an urban area
  - Are between the ages of 22 and 30
  - Are not married
  - Have no children  
(Reach Advisors, 2010)
- However, when children are factored in...
  - Cornell study
- Women with children are paid 2.5 percent less than women without children,
  - men with children earn 2.1 percent *more than* men without children (U.S. General Accounting Office, 2003).



## FACTOR 4: UNIONS AND WORKER PROTECTIONS

### Pay gap (BLS, 2009)

- 20% for nonunion workers
- 12% for union workers

### “Union advantage”

- 34% for women (weekly earnings of \$840 v. \$628)
- 22% for men

Women represent 45% of U.S. union members, and are the only group for which enrollment is growing.



## FACTOR 5: THE CHANGING WORKPLACE

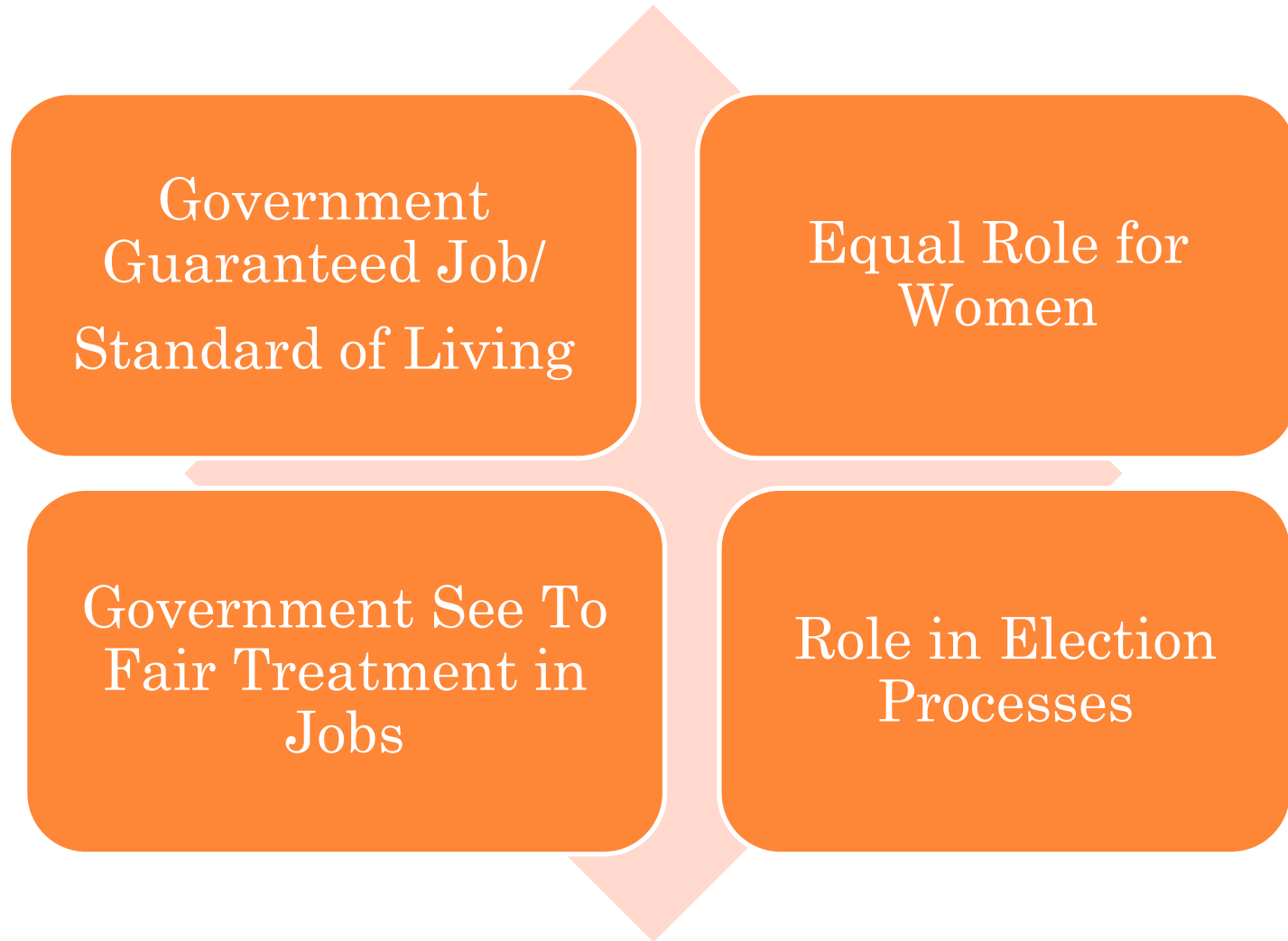
### Global workplace

- “The willingness to do some lower status work like getting someone lunch or crunching numbers, the ability to understand a situation and the pressures someone else was under and to create an appropriate response, were not skills seen as crucial to the job. More often, people who interacted with others in this way were regarded as especially ‘nice’ or ‘thoughtful’ rather than especially competent.” (Fletcher, 2000).



# FACTOR 6: CULTURAL VALUES

## AMERICAN NATIONAL ELECTION SURVEY DATA (ANES)

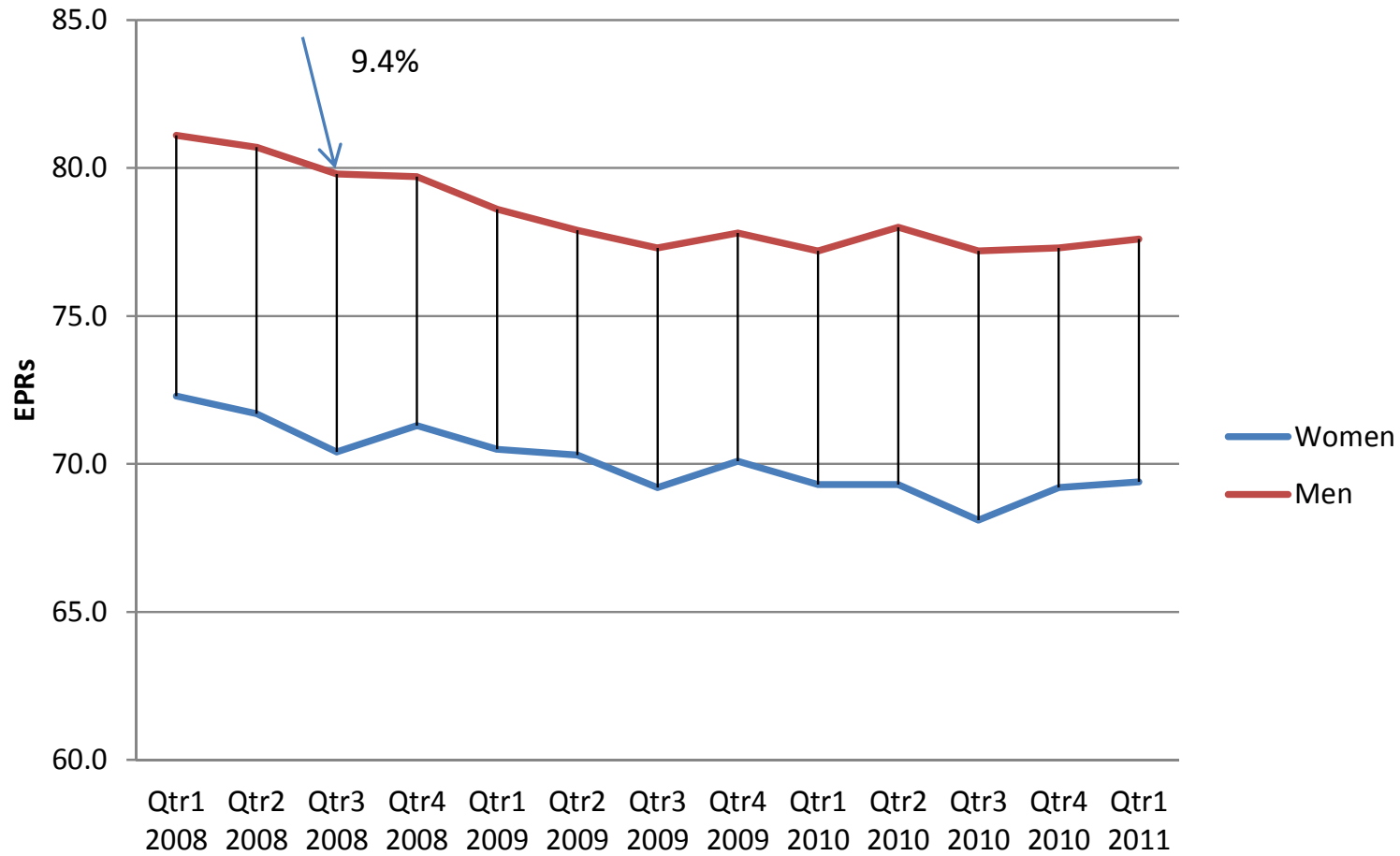


# PAYCHECK FAIRNESS ACT

- Prohibits employers from retaliating against workers who discuss salaries with colleagues;
- Requires that employers prove that any pay differences exist for legitimate, job-related reasons;
- Creates a negotiation skills training program for women and girls;
- Recognizes employers for excellence in their pay practices;
- Provides assistance to businesses, especially small ones, to help with equal pay practices; and
- Enhances the Department of Labor's and the Equal Employment Opportunity Commission's abilities to investigate and enforce pay discrimination laws.



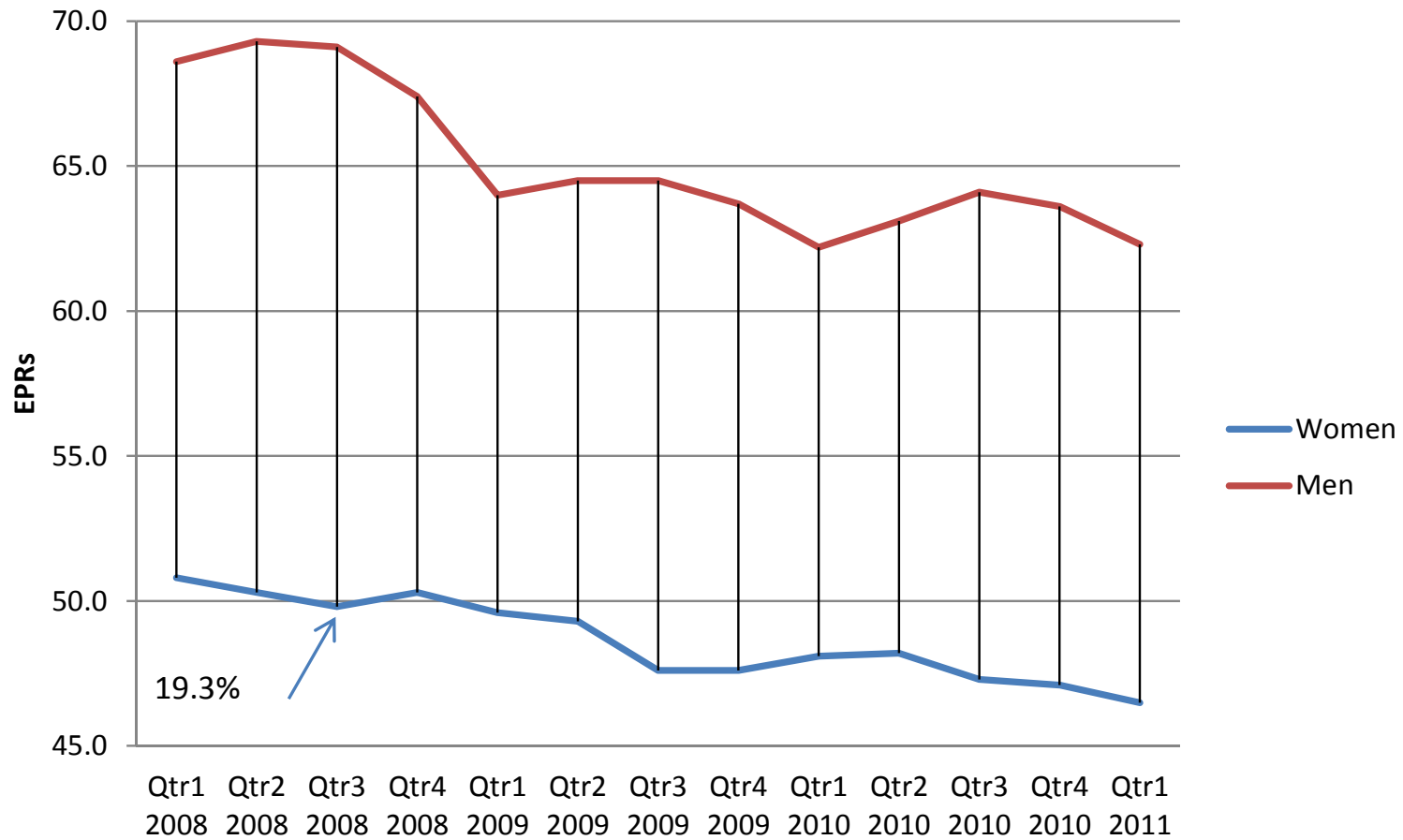
## Unadjusted Employment to Population Ratios for College Graduates age 25 and over



**Compiled using Current Population Survey Data for Jan 2008 to March 2011**



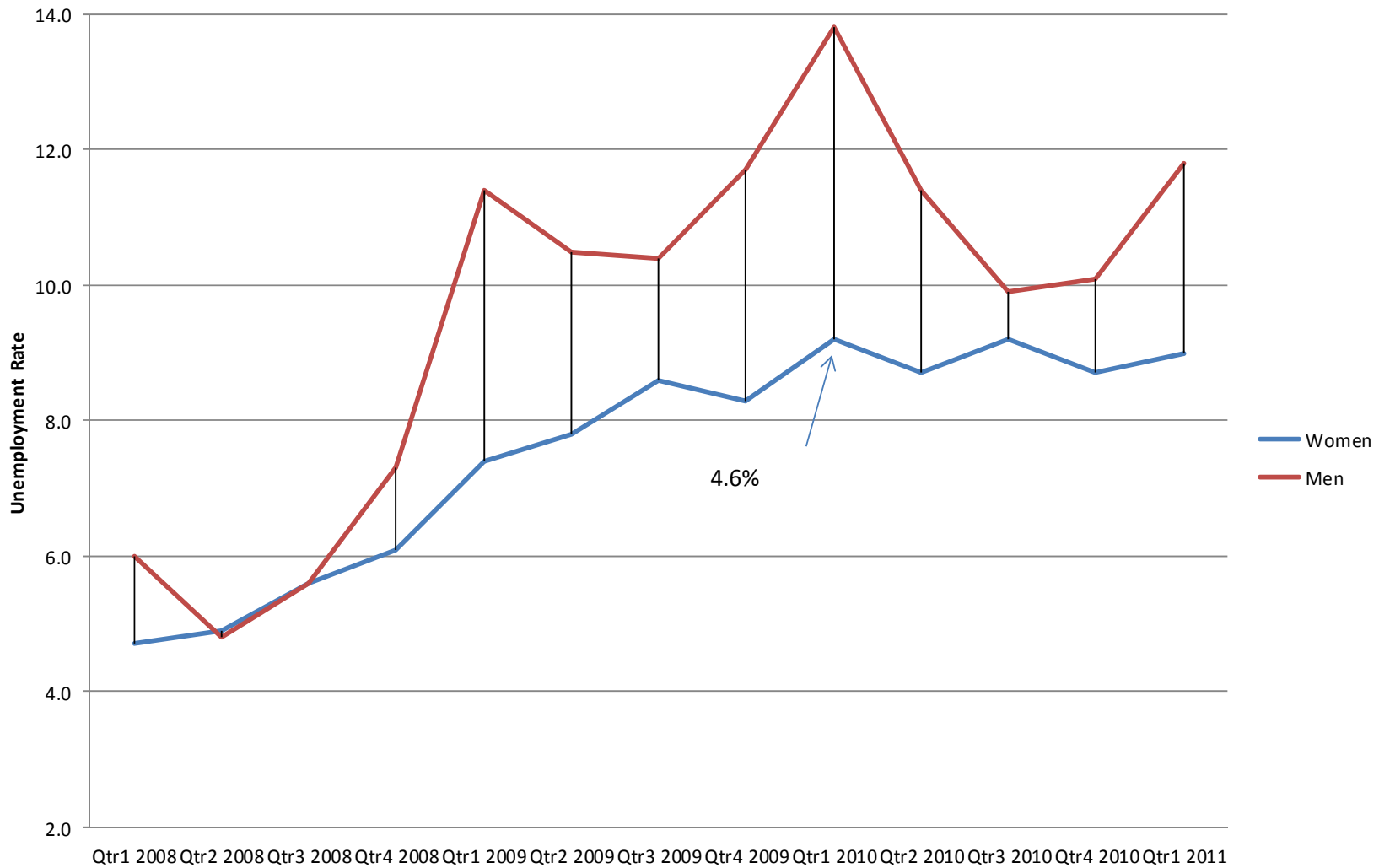
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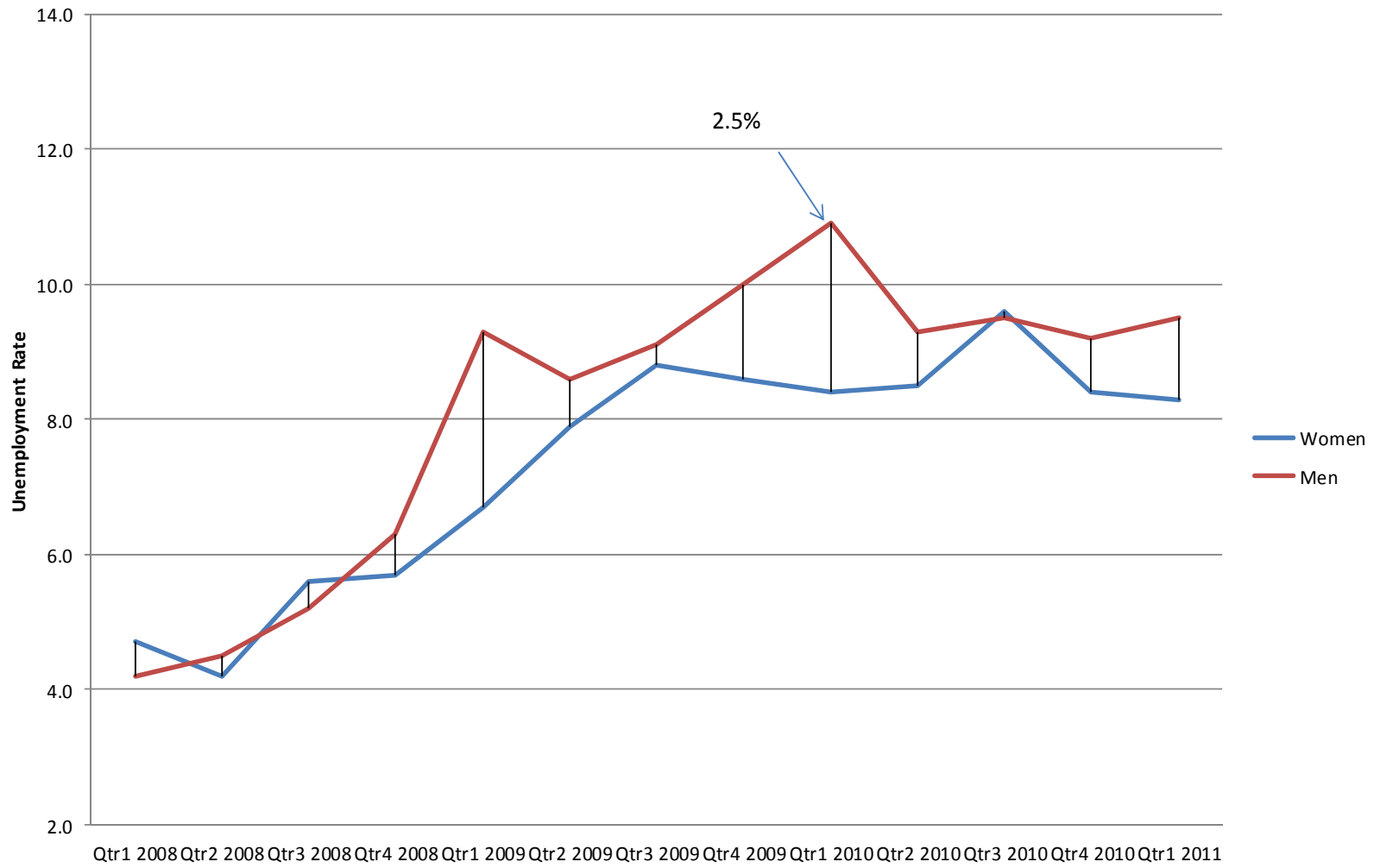
## Unadjusted Unemployment Rates for High School Graduates (no college), age 25 and over



Compiled Using Data from the Current Population Survey, April 2011



## Unadjusted Unemployment Rates for Those with Some College but No Degree, age 25 and over



Compiled Using Data from the Current Population Survey, April 2011

## Unadjusted Unemployment Rates for College Graduates, age 25 and over

