CHAPTER 2

THE STATUS OF WOMEN IN THE STATES: 2015

Employment & Earnings

Introduction

Women make up nearly half of the U.S. workforce, and their earnings are essential to the economic security of families across the nation. Yet, gender equality at work remains elusive. Women who work full-time, year-round still earn only 78 cents on the dollar compared with men, and during the last decade little improvement has been made in closing the gender wage gap (DeNavas-Walt and Proctor 2014). The glass ceiling persists, and occupational segregation—the concentration of women in some jobs and men in others—remains a stubborn feature of the U.S. labor market (Hegewisch et al. 2010).

These national trends show up in states across the nation. This chapter examines women's earnings and the gender wage gap, women's labor force participation, and the occupations and industries in which women work. It also considers areas where women have experienced progress toward gender equity in the workforce and places where progress has slowed or stalled.

The Employment and Earnings Composite Score

The employment and earnings composite index compares the states' performance on four key component indicators of women's status in the domain of employment and earnings: median annual earnings for women who work full-time, year-round; the gender earnings ratio among full-time, year-round workers; women's labor force participation; and the percent of employed women who work in managerial or professional occupations. Composite scores ranged from a high of 5.33 to a low of 3.43, with the higher scores reflecting a stronger performance in the area of employment and earnings (Table 2.1).

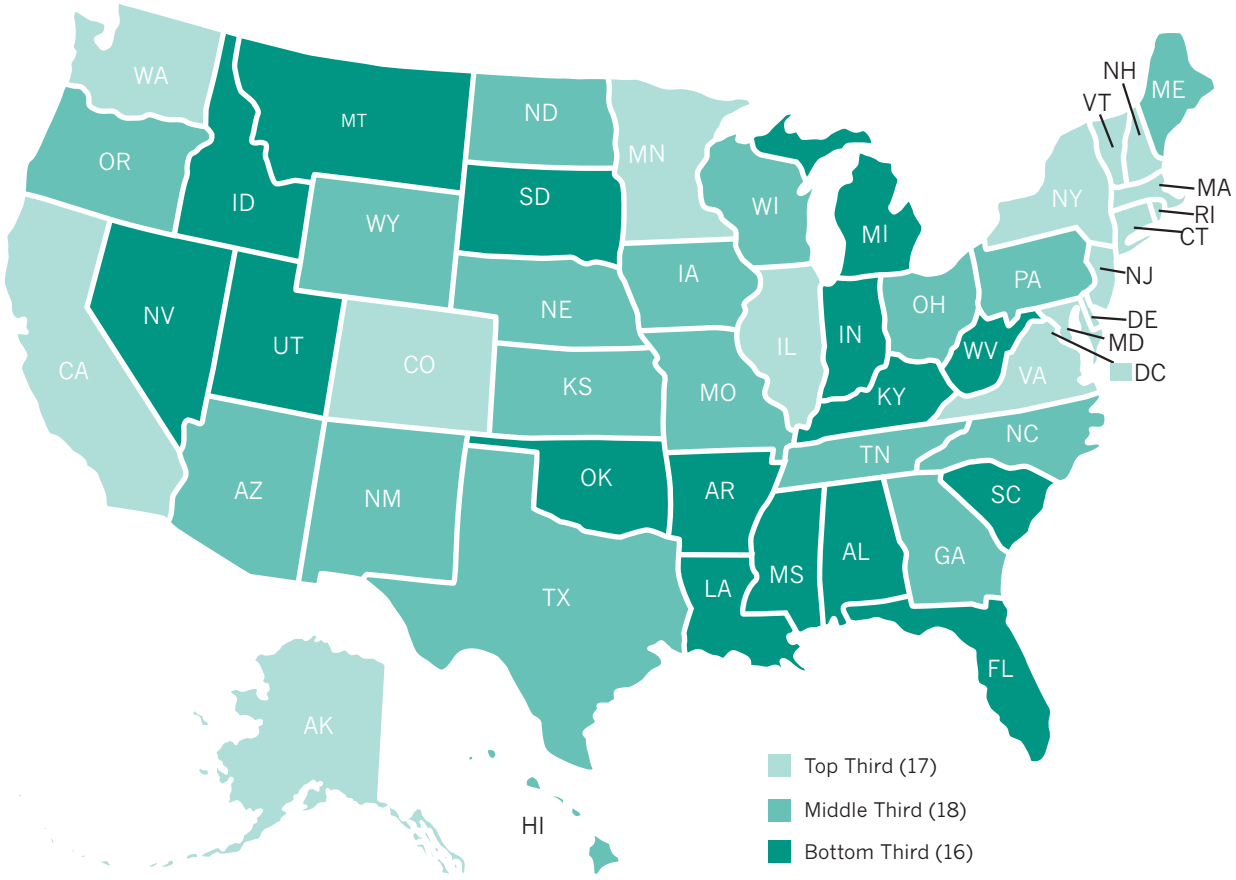
Best and Worst States on Women's Employment & Earnings

State	Rank	Grade
District of Columbia	1	A
Maryland	2	B+
Massachusetts	3	B+
New Jersey	4	B
Connecticut	5	B
West Virginia	51	F
Idaho	50	F
Louisiana	49	F
Mississippi	48	F
Arkansas	47	F

- The District of Columbia has, by far, the highest score on the composite employment and earnings index (Table 2.1). The District ranks in the top ten on all four component indicators and is first for women's earnings and the percent of employed women in managerial or professional occupations.

- West Virginia has the worst ranking on the employment and earnings composite index. It ranks in the bottom ten on three of the four indicators and is last for the percent of women in the labor force and second to last for the gender earnings ratio.
- In general, women in the Northeast and Mid-Atlantic regions fare the best on the employment and earnings composite index. Along with the District of Columbia, seven other states from these regions—Connecticut, Maryland, Massachusetts, New Jersey, New York, Vermont, and Rhode Island—are all in the top eleven. Alaska, Minnesota, and Virginia also rank in the top eleven; Minnesota and Rhode Island tied for tenth place.
- The Southern states have poor scores on the employment and earnings composite. In addition to West Virginia, six other Southern states—Alabama, Arkansas, Kentucky, Louisiana, Mississippi, and South Carolina—are in the bottom ten. They are joined by Idaho, Montana, and South Dakota.
- The District of Columbia is the only jurisdiction to receive an A on the employment and earnings composite index. No state received an A-, and two states—Maryland and Massachusetts—received a B+. Arkansas, Mississippi, Louisiana, Idaho, and West Virginia all received an F (for information on how grades were determined, see Appendix A2).

Map 2.1. Employment and Earnings Composite Index

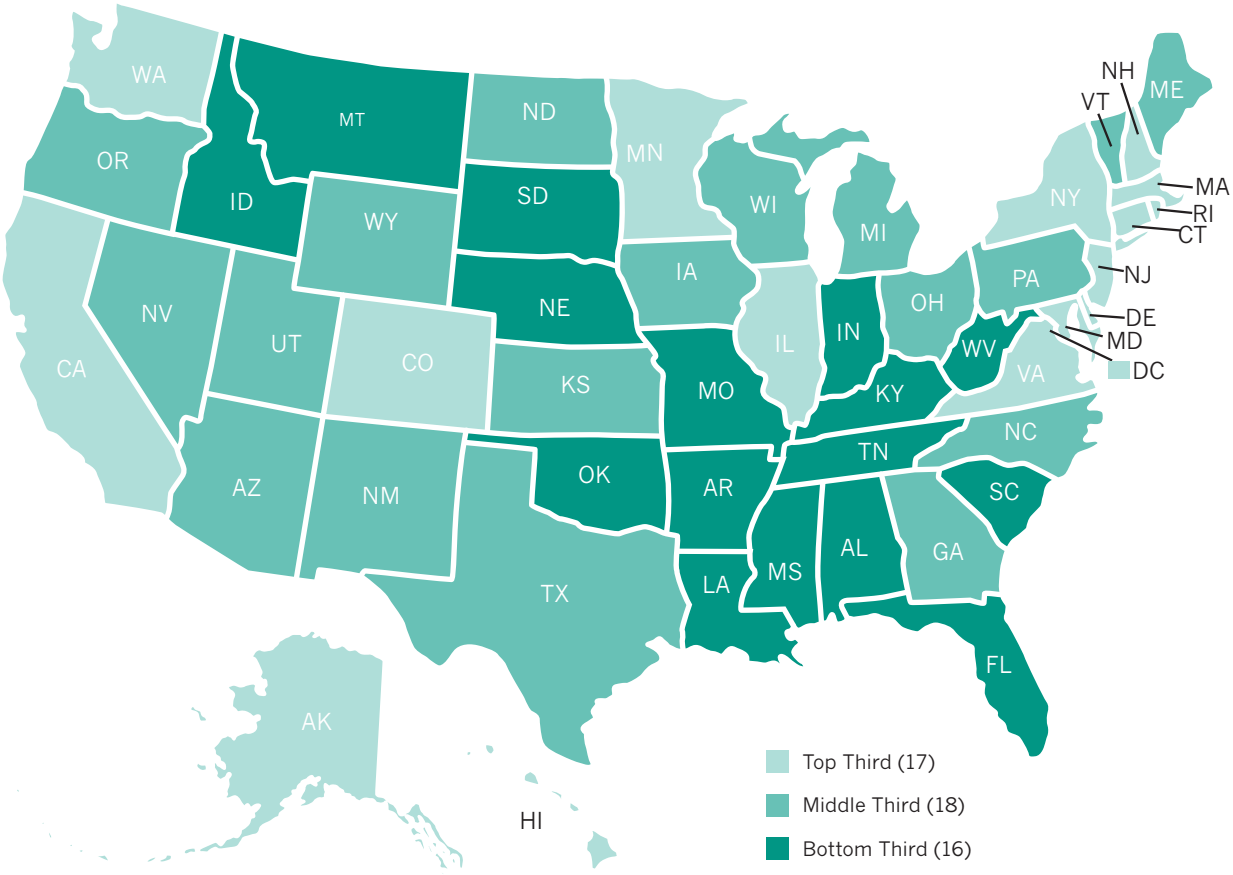


Note: For methodology and sources, see Appendix A2.
Calculated by the Institute for Women's Policy Research.

Trends in Employment and Earnings

Women's status in the area of employment and earnings has improved on two indicators since the publication of IWPR's last national report on the status of women, the 2004 *Status of Women in the States*, and remained unchanged or declined on two others. Women's median annual earnings for full-time, year-round work in 2013 ($39,157) were nearly identical to their earnings for similar work in 2002 ($39,108 when adjusted to 2013 dollars).[1] The gender earnings ratio improved during this time from 76.6 to 78.3 percent (DeNavas-Walt and Proctor 2014), narrowing the gender wage gap by 1.7 percentage points, and the share of women working in professional or managerial occupations grew from 33.2 to 39.9 percent. Women's labor force participation rate, however, declined from 59.6 in 2002 to 57.0 percent in 2014 (IWPR 2004; U.S. Bureau of Labor Statistics 2015a).[2]

Map 2.2. Median Annual Earnings for Women Employed Full-Time, Year-Round, 2013



Note: Median annual earnings for full-time, year-round workers aged 16 and older.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

[1] The earnings estimate for 2013 is based on the Current Population Survey (CPS), the official dataset for national earnings, and the same dataset used for the 2002 estimate. It differs from earnings estimates based on the American Community Survey (ACS), the primary dataset used in this report. IWPR's national estimate of median annual earnings for full-time, year-round workers based on analysis of the ACS is $38,000 for women and $48,000 for men in 2013. This report relies on the ACS because the ACS's larger sample size makes it possible to provide data disaggregated by age and race/ethnicity on women's earnings at the state level. Differences in estimates based on the ACS and CPS may be due to the use of different reference periods for reporting annual earnings as well as differences in the method of data collection and the types of households surveyed (see Appendix A for more information). Earnings estimates based on the CPS are for the population aged 15 and older; IWPR's estimates based on analysis of the ACS are for the population aged 16 and older.

[2] Both the 2004 and 2014 estimates are based on the CPS; estimates based on the ACS differ slightly. IWPR's estimates of labor force participation in 2013 based on analysis of the ACS are 58.6 percent for women aged 16 and older and 68.9 percent for men (see Appendix Table B2.1). The Bureau of Labor Statistic's estimates for 2013, based on the CPS, are 57.2 percent for women and 69.7 percent for men aged 16 and older. Differences based on the ACS and CPS may be due to different time periods for reporting labor force activity as well as sampling variability, questionnaire structure, and mode of data collection.

Table 2.1

How the States Measure Up: Women's Status on the Employment and Earnings Composite and Its Components, 2013

	Composite Index			Median Annual Earnings for Women Employed Full-Time, Year-Round		Earnings Ratio Between Women and Men Employed Full-Time, Year-Round		Percent of Women in the Labor Force		Percent of All Employed Women in Managerial or Professional Occupations	
State	Score	Rank	Grade	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	3.69	46	D–	$33,000	41	76.0%	39	52.6%	50	38.5%	29
Alaska	4.32	7	B	$43,000	7	76.8%	36	68.3%	1	42.0%	12
Arizona	3.86	34	C–	$36,000	22	81.8%	17	54.3%	48	37.9%	37
Arkansas	3.58	47	F	$30,000	48	75.0%	44	53.6%	49	37.1%	40
California	4.13	15	B–	$42,000	9	84.0%	6	57.2%	38	39.6%	22
Colorado	4.20	12	B	$40,000	13	80.0%	19	62.7%	11	42.6%	10
Connecticut	4.35	5	B	$46,000	5	76.7%	38	62.6%	14	43.9%	6
Delaware	4.20	12	B	$41,000	11	82.2%	16	58.9%	27	43.0%	8
District of Columbia	5.33	1	A	$60,000	1	87.0%	3	64.4%	7	61.9%	1
Florida	3.82	37	D+	$34,000	36	85.0%	5	54.4%	45	36.9%	43
Georgia	3.94	26	C	$35,000	27	82.4%	15	58.1%	33	39.4%	23
Hawaii	4.05	18	C+	$40,000	13	83.3%	9	59.4%	23	37.0%	42
Idaho	3.54	50	F	$30,000	48	75.0%	44	56.4%	40	33.6%	50
Illinois	4.11	16	B–	$40,000	13	80.0%	19	61.2%	19	40.1%	19
Indiana	3.76	39	D	$34,000	36	75.6%	42	58.6%	31	36.5%	45
Iowa	3.93	27	C	$35,000	27	77.8%	29	62.7%	11	38.1%	34
Kansas	3.99	21	C+	$35,000	27	77.8%	29	61.3%	17	41.7%	13
Kentucky	3.73	43	D	$33,200	40	77.6%	32	54.4%	45	37.7%	38
Louisiana	3.56	49	F	$32,000	43	66.7%	51	55.7%	43	37.1%	40
Maine	4.03	19	C+	$36,000	22	83.7%	8	60.4%	21	39.7%	21
Maryland	4.72	2	B+	$49,800	2	87.4%	2	65.0%	6	47.8%	2
Massachusetts	4.57	3	B+	$48,500	3	80.8%	18	63.3%	9	47.5%	3
Michigan	3.85	36	C–	$37,000	21	77.1%	33	57.6%	37	36.7%	44
Minnesota	4.24	10	B	$40,000	13	80.0%	19	66.4%	2	41.5%	14
Mississippi	3.57	48	F	$30,000	48	75.0%	44	54.4%	45	36.0%	48
Missouri	3.88	30	C–	$34,000	36	79.1%	25	59.9%	22	38.3%	32
Montana	3.70	45	D–	$31,600	46	75.2%	43	59.0%	26	36.2%	47
Nebraska	3.87	31	C–	$32,900	42	73.1%	47	65.2%	5	38.7%	28
Nevada	3.75	41	D	$35,000	27	82.7%	11	59.2%	24	31.0%	51
New Hampshire	4.20	12	B	$40,000	13	76.9%	34	62.7%	11	44.2%	5
New Jersey	4.39	4	B	$48,000	4	80.0%	19	60.5%	20	43.2%	7
New Mexico	3.87	31	C–	$35,000	27	82.7%	11	54.5%	44	39.0%	24
New York	4.34	6	B	$43,800	6	87.6%	1	58.9%	27	42.8%	9
North Carolina	3.97	23	C+	$35,000	27	83.3%	9	58.1%	33	40.3%	18
North Dakota	3.95	25	C	$35,000	27	75.8%	41	65.3%	4	38.4%	30
Ohio	3.89	29	C	$36,000	22	76.8%	36	59.1%	25	38.4%	30
Oklahoma	3.78	38	D+	$32,000	43	80.0%	19	55.8%	42	38.8%	26
Oregon	4.00	20	C+	$38,000	19	82.6%	14	57.7%	36	38.8%	26
Pennsylvania	3.97	23	C+	$38,000	19	76.0%	39	58.6%	31	40.5%	17
Rhode Island	4.24	10	B	$43,000	7	82.7%	11	62.3%	16	40.1%	19
South Carolina	3.73	43	D	$32,000	43	80.0%	19	56.8%	39	36.4%	46
South Dakota	3.74	42	D	$30,000	48	76.9%	34	65.5%	3	34.2%	49
Tennessee	3.86	34	C–	$33,500	39	83.8%	7	56.3%	41	38.1%	34
Texas	3.87	31	C–	$35,000	27	77.8%	29	58.1%	33	38.9%	25
Utah	3.76	39	D	$35,000	27	70.0%	48	58.7%	29	38.0%	36
Vermont	4.25	8	B	$38,900	18	86.4%	4	62.5%	15	42.6%	10
Virginia	4.25	8	B	$41,000	11	78.8%	26	61.3%	17	45.1%	4
Washington	4.09	17	B–	$41,300	10	77.9%	28	58.7%	29	40.6%	16
West Virginia	3.43	51	F	$30,300	47	67.3%	50	49.3%	51	37.4%	39
Wisconsin	3.98	22	C+	$36,000	22	78.3%	27	63.4%	8	38.2%	33
Wyoming	3.91	28	C	$36,000	22	67.9%	49	62.8%	10	41.3%	15
United States	4.00			$38,000		79.2%		58.6%		39.9%	

Note: Aged 16 and older.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

- On the composite score for women's employment and earnings, 30 states have either gained ground or experienced no change. The jurisdictions experiencing the largest gains are New York and the District of Columbia, whose composite scores increased by 8.2 and 7.0 percent, respectively. New York's ranking improved from 19th to 6th place between the 2004 and 2015 releases, and the District of Columbia ranked first in both years.

- Among states that have declined, Missouri experienced the biggest loss, with a 6.5 percent decrease in its composite score. This decline is considerably higher than the state with the second largest loss, Arizona, whose score decreased by 3.0 percent. Between the 2004 and 2015 data releases, Missouri declined in the rankings from 12th to 30th place, and Arizona fell from 22nd to 34th place.

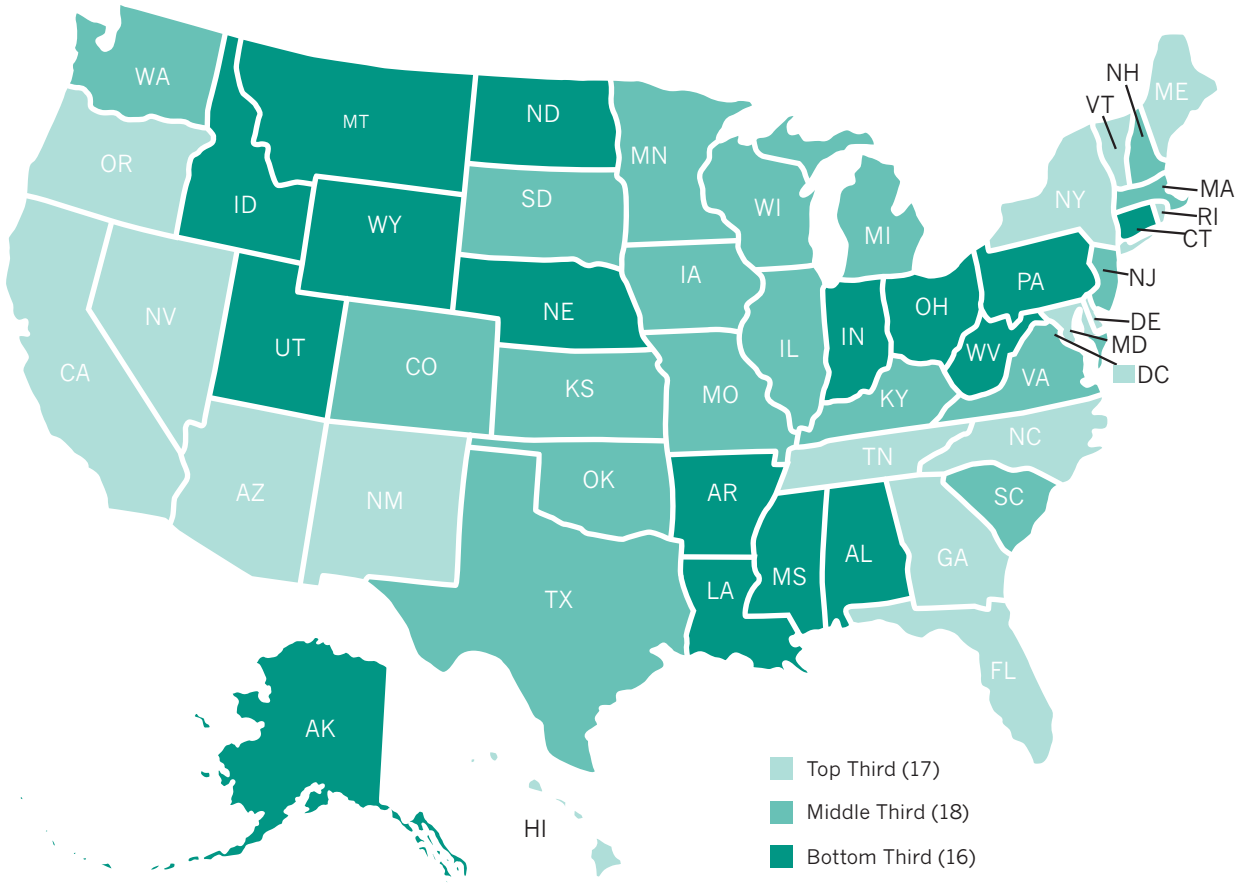
Earnings and the Gender Wage Gap

Median Annual Earnings

Women's median annual earnings vary considerably across states (see Table 2.1).

- The District of Columbia ranked first in the nation for the median annual earnings of women working full-time, year-round in 2013. Women in the nation's capital had considerably higher earnings ($60,000) than women in the second- and third-ranking juris-

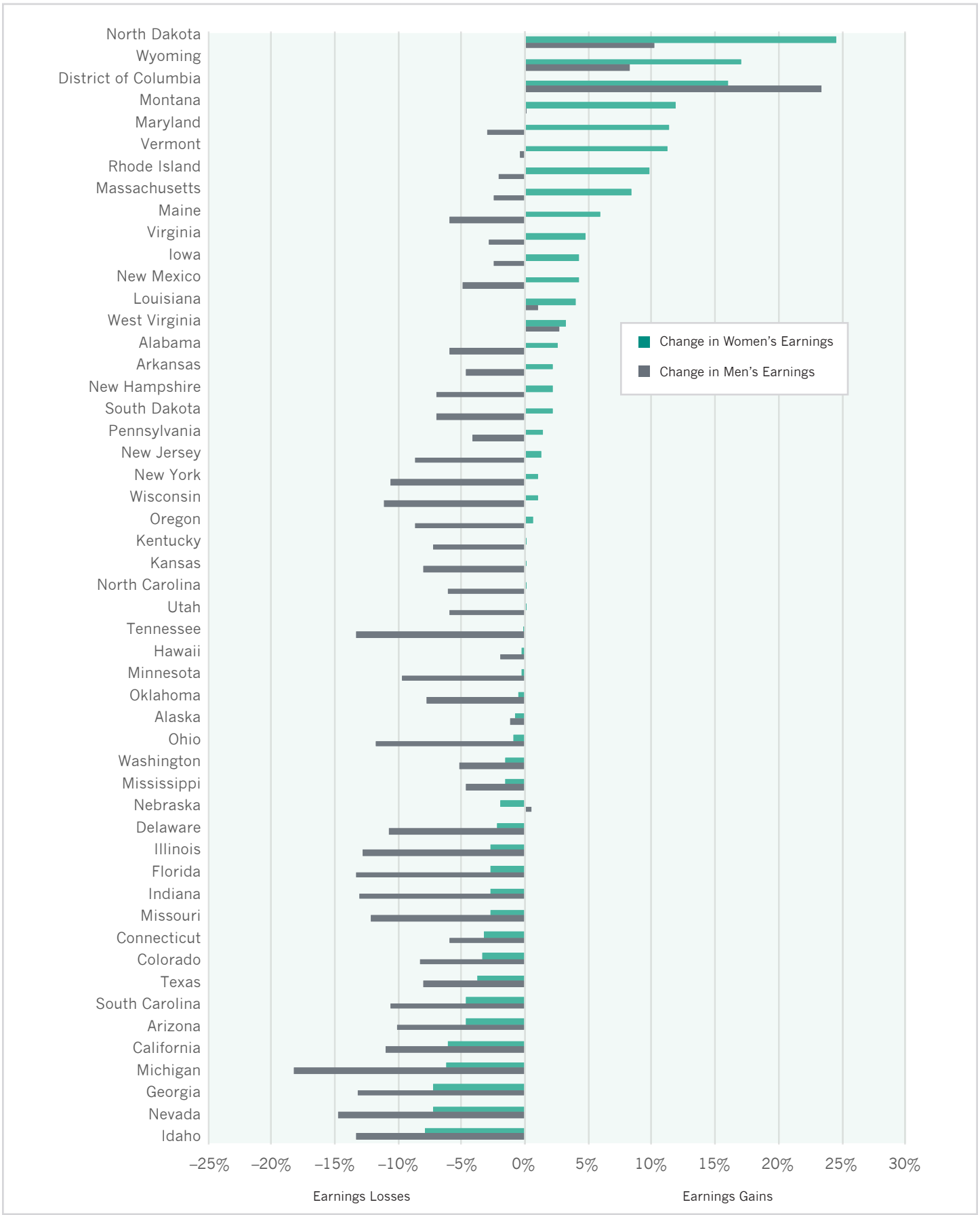
Map 2.3. Earnings Ratio Between Women and Men Employed Full-Time, Year-Round, 2013



Note: Median annual earnings for full-time, year-round workers aged 16 and older, 2013.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Figure 2.1.

Change in Real Median Annual Earnings by Gender (Full-Time, Year-Round Workers), 1999–2013



Note: Aged 16 and older.
Source: IWPR analysis of 2000 Decennial Census (for calendar year 1999) and 2013 American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

dictions, Maryland and Massachusetts, where women earned $49,800 and $48,500, respectively. [3]

- In Arkansas, Idaho, Mississippi, and South Dakota, women have median annual earnings of $30,000, the lowest in the nation. Other states that rank in the bottom ten on this indicator include Louisiana, Montana, Nebraska, Oklahoma, South Carolina, and West Virginia.

During the last thirty years, men's real earnings in the United States have remained essentially the same, while women's have grown, albeit from a much smaller base. Between 1980 and 2013, after adjusting for inflation, real median earnings for women's full-time, year-round work grew nationally from $30,138 to $39,157, while men's decreased slightly from $50,096 to $50,033 (DeNavas-Walt and Proctor 2014).[4] Among women, the growth in real median annual earnings took place in the 1980s and 1990s; since the early 2000s, women's earnings, like men's, have stagnated.

Changes to women's and men's real earnings vary across the states, however. IWPR analysis of the 1980, 1990, and 2000 Decennial Censuses (for the calendar years 1979, 1989, and 1999) indicates that between 1979 and 1999, women's real earnings increased in all but three states (48) while men's increased in only 18. Between 1999 and 2013, 27 states had positive earnings growth for women, with the strongest growth in North Dakota. During this time, men's real earnings grew in only seven states (Figure 2.1). As men's real earnings have stagnated or fallen, women's earnings have become increasingly important to family economic security. As of 2012, 29 percent of women in married couples where both spouses work had annual earnings that were higher than their husbands', an increase of 11 percentage points since 1987 (U.S. Bureau of Labor Statistics 2014a).

The Gender Earnings Ratio

The change and stagnation in women's and men's real earnings over the last several decades have contributed to the narrowing of the gender wage gap in earlier decades and more recently stalled progress in further closing this gap. Between 1980 and 2000—when women's real earnings grew while men's remained unchanged—the gender earnings ratio increased from 60.2 percent (in 1980) to 71.6 percent (in 1990) to 73.7 percent (in 2000). Between 2001 and 2012—when both women's and men's earnings stagnated—the gender earnings ratio remained virtually constant (76.3 percent in 2001 and 76.5 percent in 2012; DeNavas-Walt and Proctor 2014).

The gender earnings ratio improved between 2012 and 2013 from 76.5 to 78.3 percent (DeNavas-Walt and Proctor 2014), yet in every state in the nation, women still earn less than men (Table 2.1). The gender earnings ratio varies considerably among states, from 87.6 percent in New York, the best state, to 66.7 percent in Louisiana, the worst state.

Best and Worst States on the Gender Wage Gap

State	Rank	Gender Earnings Ratio
New York	1	87.6%
Maryland	2	87.4%
District of Columbia	3	87.0%
Vermont	4	86.4%
Florida	5	85.0%
Louisiana	51	66.7%
West Virginia	50	67.3%
Wyoming	49	67.9%
Utah	48	70.0%
Nebraska	47	73.1%

- In addition to New York, four other jurisdictions have a gender earnings ratio of 85 percent or higher (87.4 in Maryland, 87.0 in the District of Columbia, 86.4 in Vermont, and 85.0 in Florida).

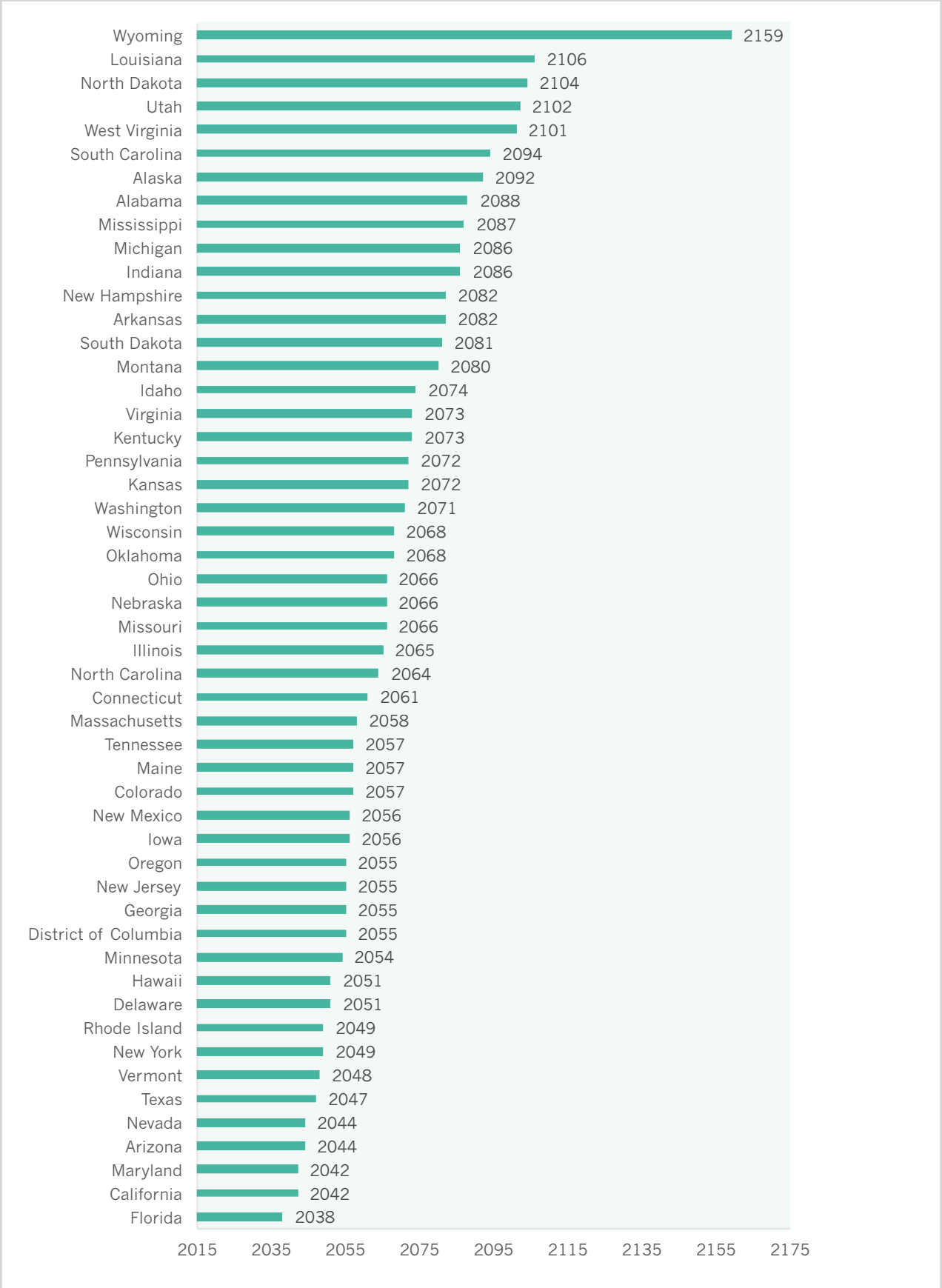
- Women in Louisiana earn just 66.7 cents on the dollar compared with men, the worst earnings ratio in the nation. In two other states—West Virginia (67.3 percent) and Wyoming (67.9 percent)—the gender wage gap is also greater than 30 cents per dollar.

If progress continues at the rate since 1960, the disparity between women's and men's earnings in the United States overall will not close until the year 2058 (IWPR 2014a). Among the 50 states and the District of Columbia, Florida is projected to be the first state in the nation

[3] The comparatively high earnings of women in some states are, to some extent, offset by higher costs of living in these areas. In general, places such as the District of Columbia, New England, Alaska, Hawaii, and the West Coast have higher costs of living than the Midwestern and Southern states (Missouri Economic Research and Information Center 2015).
[4] Earnings estimate for 1980 is for the civilian workforce only.

Figure 2.2.

Projected Year for Closing the Gender Wage Gap by State



Note: Linear projection based on the rate of progress in closing the gender wage gap since 1959. Projection is based on the ratio of women's to men's earnings among full-time, year-round workers aged 16 and older.
Source: IWPR calculations based on the 1960, 1970, 1980, and 2000 Decennial Censuses (for the calendar years 1959, 1969, 1979, 1989, and 1999) and the 2001–2013 American Community Surveys (Integrated Public Use Microdata Series, Version 5.0).

where women's median annual earnings will reach parity with men's, but not until the year 2038. In five states, women's earnings are not expected to equal men's until the next century. The gender wage gap is expected to close last in Wyoming—in the year 2159 (Figure 2.2).

The Employment and Earnings of Older Women

The majority of older people (aged 65 and above) in the United States are women, and many are active in the workforce. In 2013, nearly 14 percent of women aged 65 and older were in the labor force; among the youngest of this age group—those aged 65–74— more than one in five women (22.0 percent) were in the workforce. Slightly more than half of women aged 65 and older work part-time (51.4 percent).

- The median annual earnings of women aged 65 and older who work full-time, year-round in the United States are $37,000, slightly less than the earnings for all women aged 16 and older ($38,000). Women aged 75 and older who work full-time, year-round have median earnings that are $8,000 less than those aged 65–74 ($30,000 compared with $38,000).

- The gender earnings ratio between women and men aged 65 and older who work full-time, year-round is lower than the earnings ratio between all women and men. Older women earn 72.5 cents on the dollar compared with their male counterparts.

- Approximately 35.6 percent of employed women aged 65 and older work in managerial or professional occupations, a smaller percentage than their male counterparts (42.7 percent). Among all employed women and men aged 16 and older, the pattern differs: women are considerably more likely than men to work in professional or managerial occupations (39.9 percent compared with 33.0 percent).

- As with all employed women and men, older women and men tend to be concentrated in different jobs. Older women are substantially more likely than older men to work in service or in office and administrative support occupations; more than four in ten (45.9 percent) older women work in these occupations, compared with just one in five (19.6 percent) older men. Older women are much less likely than their male counterparts to work in management, business, and financial occupations (12.0 percent compared with 21.0 percent) and in construction or production occupations (5.8 percent compared with 24.9 percent). These general patterns hold true for all-age women and men as well, with slight differences (see Table 2.6 below).

IWPR calculations based on 2013 American Community Survey microdata.

The Employment and Earnings of Millennials

The millennial generation has come of age in difficult economic times—in a period where student debt reached all-time highs and employment opportunities were in short supply. Research indicates that in 2013, the average loan debt among bachelor's degree students graduating with debt from public and private nonprofit colleges was $28,400 (Reed and Cochrane 2014).

In the face of difficult economic times, millennial women—defined here as those aged 16–34 in 2013—are pursuing many different career paths and jobs. Much like their older counterparts, however, they face a range of challenges in the workforce.

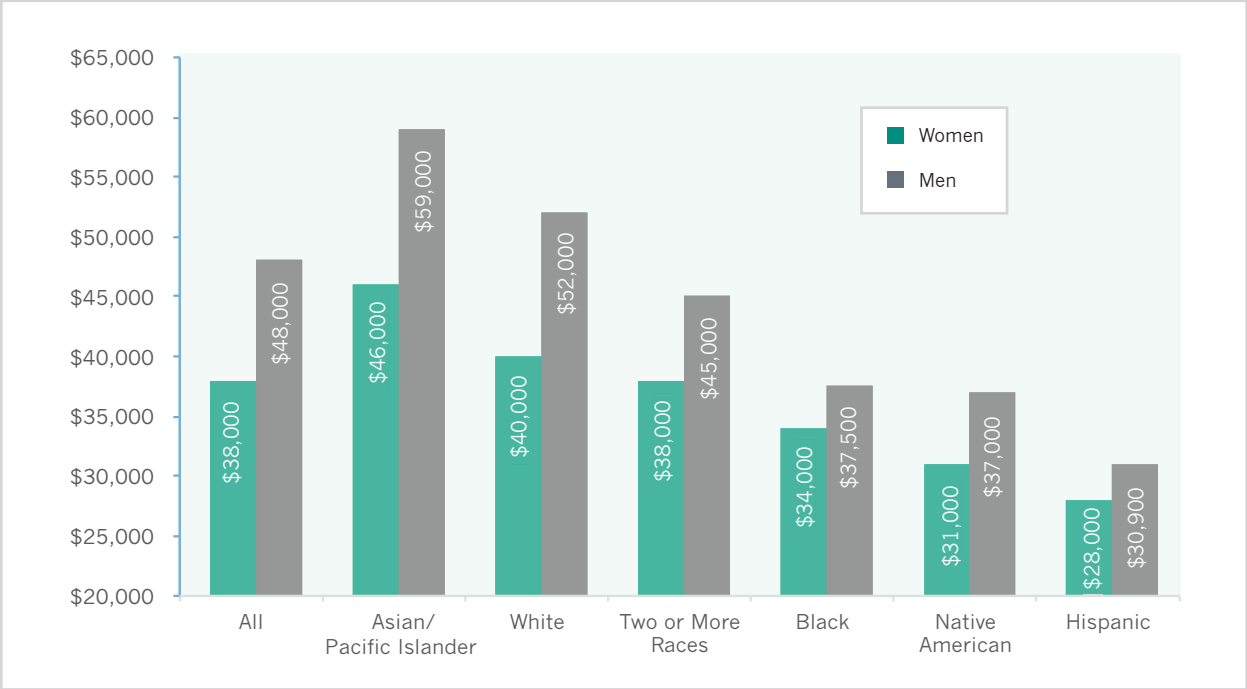
- Nearly seven in ten (67.8 percent) millennial women (aged 16–34) are in the workforce, compared with 73.1 percent of their male counterparts.[5]
- Millennial women and men have been highly vulnerable to unemployment: 11.6 percent of millennial women and 12.5 percent of millennial men were unemployed in 2013, which is well above the unemployment rates for women and men overall.
- Millennial women face a gender wage gap, albeit one that is narrower than the wage gap between all women and men. In 2013, the median annual earnings for millennial women working full-time, year-round were $30,000, compared with $35,000 for their male counterparts, resulting in an earnings ratio of 85.7 percent. Between 2011 and 2013, millennial women earned less than millennial men in all but one state, New York, where women of this age range earned $38,319 compared with $37,542 for men (Appendix Table B2.2). For both millennial women and all women, New York is the best state for the gender wage gap, and the District of Columbia has the highest earnings.
- More than one in three (34.2 percent) millennial women work in managerial or professional occupations, compared with one in four (25.4 percent) millennial men.
- Millennial women are slightly more likely than millennial men to work in management, business, and financial operations (10.2 percent of employed millennial women compared with 9.7 percent of employed millennial men). Millennial women are also considerably more likely than their male counterparts to work in professional or related occupations (24.0 percent compared with 15.7 percent). As with older women, millennial women are much more likely than their male counterparts to work in service occupations (27.2 percent compared with 20.5 percent), and much less likely to work in construction or production occupations (5.4 percent of employed millennial women compared with 32.9 percent of employed millennial men).

IWPR calculations based on American Community Survey microdata. Earnings data for younger women and men by state are three-year (2011–2013) averages; all other data are for 2013.

[5] For additional IWPR data on the employment and earnings of millennial women, see the March 2015 issue of Glamour Magazine, pp. 274–277.

Figure 2.3.

Median Annual Earnings for Women and Men Employed Full-Time, Year-Round by Race/Ethnicity, United States, 2013



Notes: For women and men aged 16 and older. Racial groups are non-Hispanic. Hispanics may be of any race or two or more races.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Earnings and the Gender Wage Gap for Women of Color

Women's earnings differ considerably by race and ethnicity. Across the largest racial and ethnic groups in the United States, Asian/Pacific Islander women have the highest median annual earnings at $46,000, followed by white women ($40,000). Native American and Hispanic women have the lowest earnings at $31,000 and $28,000, respectively (Figure 2.3; Appendix Table B2.3).

While Asian/Pacific Islander women overall have the highest earnings and Hispanic and Native American women have the lowest earnings, significant differences exist within these groups. Among Asian/Pacific Islander women, Indian women have the highest median annual earnings at $60,879—more than twice the earnings of the lowest earning group, the Hmong ($30,000), and approximately twice the earnings of the second lowest group, the Bangladeshi ($30,439). Among Hispanic women, women of Argentinian and Spanish descent have the highest earnings at $40,804 and $40,586, respectively, while women of Honduran and Guatemalan descent have the lowest earnings at $22,784 and $23,337. Among Native American women, median annual earnings are highest among the Chickasaw ($42,000), and lowest among the Sioux ($28,410) and Apache ($28,500; Appendix Table B2.4). These earnings differences likely stem, in part, from differences in education levels; women from the higher-earning racial and ethnic groups are more likely to hold a college degree (IWPR 2015).

In all the racial and ethnic groups shown in Figure 2.3 and all but two of the detailed groups shown in Appendix Table B2.4—the Pueblo and "other" Central Americans—women earn less than men. Among the groups in Figure 2.3, the differences are smallest for blacks and Hispanics, due to the comparatively low earnings of black and Hispanic men, which are considerably less than the earnings of men overall.

Another way of examining gender earnings differences is to compare earnings for different groups of women with the largest group in the labor force, white men. Hispanic women face the largest earnings gap, with median

Table 2.2.
Women's and Men's Median Annual Earnings and the Gender Earnings Ratio, Full-Time, Year-Round Workers, United States, 2013

	Women	Men	Ratio of Women's Earnings to Men's of the Same Racial/Ethnic Group	Ratio of Women's Earnings to White Men's Earnings
Asian/Pacific Islander	$46,000	$59,000	78.0%	88.5%
White	$40,000	$52,000	76.9%	76.9%
Two or More Races	$38,000	$45,000	84.4%	73.1%
Black	$34,000	$37,500	90.7%	65.4%
Native American	$31,000	$37,000	83.8%	59.6%
HIspanic	$28,000	$30,900	90.6%	53.8%
Total			**All Women to All Men**	
American Community Survey	$38,000	$48,000	79.2%	
Current Population Survey	$39,197	$50,033	78.3%	

Notes: For women and men aged 16 and older. Racial groups are non-Hispanic. Hispanics may be of any race or two or more races.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

annual earnings that are slightly more than half those of white men (53.8 percent). Asian/Pacific Islander women face the smallest gap, but still earn only 88.5 percent of white men's earnings (Table 2.2).

The Earnings Ratio by Educational Attainment

Education increases women's earnings but does not eliminate the gender wage gap. In the United States, women with a bachelor's degree earn, on average, more than twice the amount that women with less than a high school diploma earn (Figure 2.4). Yet, women who work full-time, year-round earn less than men at the same educational level, and at all but one level they earn the same as or less than men with lower educational qualifications. The gap in earnings is largest for those with the highest levels of educational attainment: women with a graduate degree earn only 69.1 percent of what comparable men earn, and women with a bachelor's degree earn 71.4 percent of the amount their male counterparts earn. These data indicate that women need more educational qualifications than men do to secure jobs that pay well.

- Median annual earnings for women with at least a bachelor's degree are highest in the District of Columbia ($74,000). Five other states—California, Connecticut, Maryland, New Jersey, and New York—have median annual earnings for women with a bachelor's degree or higher of at least $65,000 per year (Appendix Table B2.5).

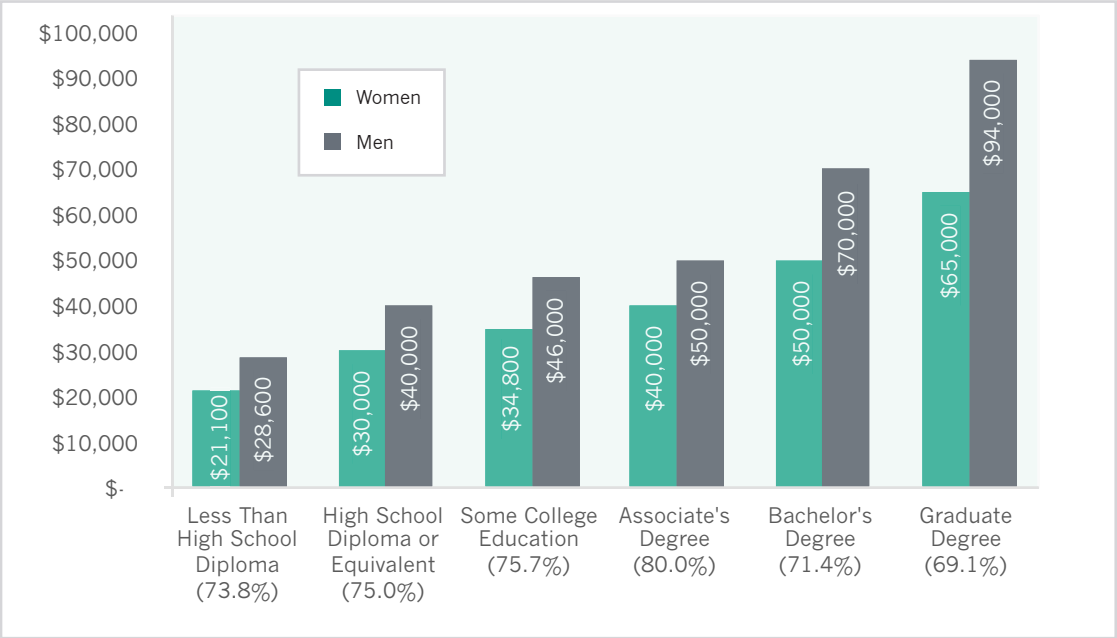
- Median annual earnings for women with a bachelor's degree or higher are lowest in South Dakota ($38,000). Oklahoma has the second lowest earnings for women with at least a bachelor's degree at $42,000, followed by Mississippi ($43,000; Appendix Table B2.5).

- The District of Columbia has the highest gender earnings ratio for workers with at least a bachelor's degree (86.0 percent), followed by North Dakota (85.5 percent) and Rhode Island (84.9 percent; Appendix Table B2.5).

- The gender earnings ratio for workers with at least a bachelor's degree is lowest in New Hampshire and Texas (both at 65.0 percent). In three other states, the ratio is also below 67 percent (South Carolina at 66.2 percent, and Arizona and Virginia at 66.7 percent; Appendix Table B2.5).

Figure 2.4.

Median Annual Earnings and the Gender Earnings Ratio for Women and Men at Different Educational Levels, 2013



Notes: Full-time, year-round workers aged 25 years and older. Percentages in parentheses show women's earnings as percent of men's earnings.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

- Median annual earnings for women with at least a bachelor's degree are highest in the District of Columbia ($74,000). Five other states—California, Connecticut, Maryland, New Jersey, and New York—have median annual earnings for women with a bachelor's degree or higher of at least $65,000 per year (Appendix Table B2.5).
- Median annual earnings for women with a bachelor's degree or higher are lowest in South Dakota ($38,000). Oklahoma has the second lowest earnings for women with at least a bachelor's degree at $42,000, followed by Mississippi ($43,000; Appendix Table B2.5).
- The District of Columbia has the highest gender earnings ratio for workers with at least a bachelor's degree (86.0 percent), followed by North Dakota (85.5 percent) and Rhode Island (84.9 percent; Appendix Table B2.5).
- The gender earnings ratio for workers with at least a bachelor's degree is lowest in New Hampshire and Texas (both at 65.0 percent). In three other states, the ratio is also below 67 percent (South Carolina at 66.2 percent, and Arizona and Virginia at 66.7 percent; Appendix Table B2.5).

State Statutes That Address the Gender Wage Gap

- Tackling Pay Secrecy: As of 2014, ten states had enacted laws that prohibit employer retaliation against employees who inquire about other employees' wages or disclose their own: California, Colorado, Illinois, Louisiana, Maine, Michigan, Minnesota, New Hampshire, New Jersey, and Vermont (U.S. Department of Labor 2014).

- Tackling the Undervaluation of Women's Work: As of January 2015, the District of Columbia and at least five states—Iowa, Minnesota, Montana, Washington, and West Virginia—have "comparable worth" statutes or regulations for public employees to address the undervaluation of work performed mainly by women. These statutes and regulations require that compensation for work of comparable worth—measured by the skill, effort, responsibility, and working conditions—be equitable (IWPR n.d.).

- Tackling Low Wages: As of January 1, 2015, 29 states and the District of Columbia had a minimum wage that was higher than the federal minimum wage of $7.25. The minimum wage was highest in the District of Columbia at $9.50 per hour; seven states had a minimum wage of at least $9.00 per hour (U.S. Department of Labor 2015a). Several other states are scheduled to increase above $9.50 in future years.

- Tackling the Low Tipped Minimum Wage: As of 2014, seven states required employers to pay tipped workers the full state minimum wage: Alaska, California, Minnesota, Montana, Nevada, Oregon, and Washington (U.S. Department of Labor 2015b). An additional 26 states and the District of Columbia required employers to pay tipped workers above the federal tipped minimum wage of $2.13 an hour, ranging from a state tipped minimum wage of $2.23 in Delaware to a state tipped minimum wage in Connecticut of $5.78 (for the hotel and restaurant industry) and $7.46 (for bartenders who customarily receive tips; U.S. Department of Labor 2015b).

Cumulative Losses from the Gender Wage Gap

Losses from the gender wage gap accumulate over the course of a woman's lifetime. Average lifetime losses for all women who were born between 1955 and 1959 and worked full-time, year-round each year total $531,502 by age 59 (Figure 2.5). Among college-educated women, the losses were even greater, due in part to the larger gender wage gap that women with this level of education face (see Figure 2.4). Women with a college education who were born between 1955 and 1959 and worked full-time, year-round each year lost, on average, nearly $800,000 by age 59 due to the gender wage gap (Figure 2.5).

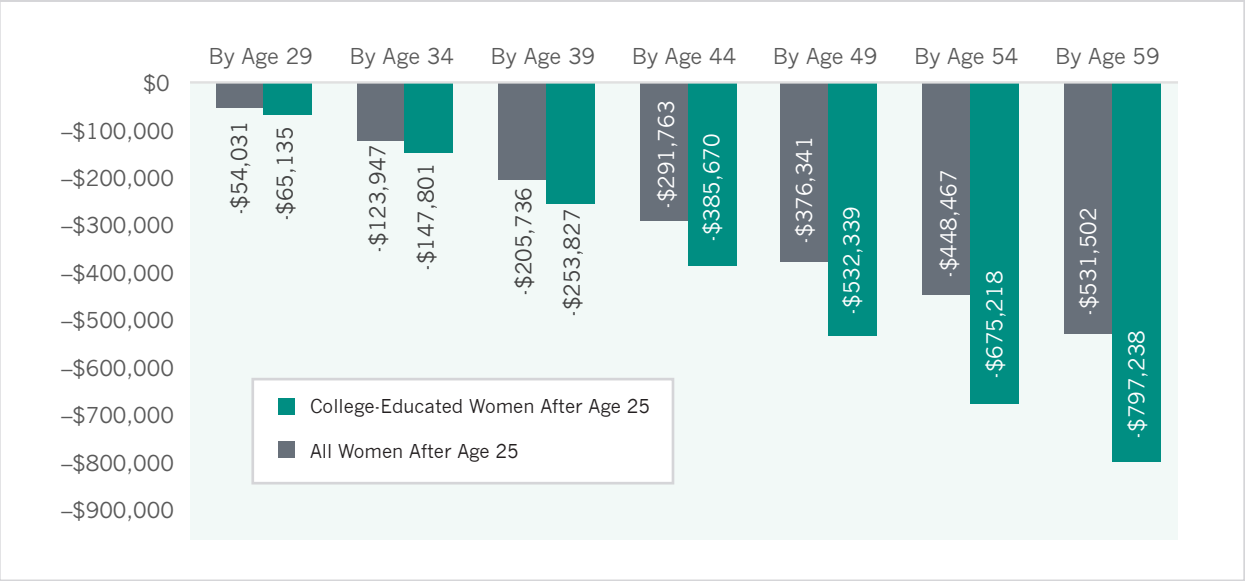
Gender Inequality in Low and High Paid Jobs

Median earnings capture the midpoint in the earnings distribution: half of all workers earn above and half earn below the median. Another way of comparing earnings is to examine the gender composition of those among the highest and lowest earnings quartiles in a state. In 2013, women were less likely than men to be among the highest earners in all states in the nation (Appendix Table B2.6).

- The District of Columbia has the highest proportion of women among the top quartile of earners at 21.5 percent. New York and Nevada tie for second with 20.5 percent each, followed by Rhode Island (20.4 percent). Women are least likely to be in the highest-earning quartile in Wyoming (10.4 percent), Utah (12.5 percent), and West Virginia (13.4 percent).

- The states with the largest proportions of women in the lowest earnings quartile are Louisiana (34.6 percent), West Virginia (34.5 percent), and Utah (33.7 percent). Women are least likely to have earnings in the lowest

Figure 2.5.
Cumulative Losses from the Gender Wage Gap for All Women and College-Educated Women Born in 1955-1959, United States



Note: Data reflect the difference between the median annual earnings of women and men who worked full-time, year-round each year.
Source: IWPR analysis of data from the Current Population Survey Annual Social and Economic Supplement (Integrated Public Use Microdata Series, Version 3.0).

quartile in the District of Columbia (21.7 percent), Alaska (24.0 percent), and Rhode Island (25.1 percent).

The Union Advantage for Women

Union representation brings wage setting into the open and helps ensure that employers set wages based on objective criteria, such as skill, effort, and responsibility. Research shows that unions tend to raise wages and improve benefits for all represented workers, especially those at the middle and bottom of the wage distribution, who are disproportionately women (Jones, Schmitt, and Woo 2014).

- Among full-time workers aged 16 and older, women represented by unions earn an average of $212, or 30.9 percent, more per week than women in nonunion jobs.[6] Men of the same age range who are represented by unions earn, on average, $173 more per week (or 20.6 percent) than those without union representation (Table 2.3).

- Union women experience a small gender wage gap. Women who are represented by unions earn 88.7 cents on the dollar compared with their male counterparts, a considerably higher earnings ratio than the earnings ratio between all women and men in the United States.

- Among the racial and ethnic groups shown in Table 2.3, the difference in earnings between those with and without union representation is largest for Hispanics. Hispanic women represented by unions have median weekly earnings that are 42.1 percent higher than those without union representation. Hispanic men with union representation have earnings that are 40.6 percent higher than their nonunion counterparts.

- "Right-to-work" laws—which give employees the benefits of a union contract without paying dues—are associated with lower wages for all workers (both union and nonunion), especially women. In right-to-work states (see Appendix Table B2.7), wages are about 4.4 percent lower for full-time, year-round female workers and 1.7 percent lower for full-time, year-round male workers than in non-right-to-work states (Shierholz and Gould 2011).[7]

[6] The earnings and pension data in this section are calculated for all workers and are not controlled for age, education, or industry; when controlled for these factors, the union advantage is smaller but still significant, especially for women and minorities (Jones, Schmitt, and Woo 2014).
[7] Estimates are controlled for individual demographic and socioeconomic variables (including age, gender, race/ethnicity, marital status, education, urbanicity, union status, industry, occupation, whether a worker is an hourly worker, and whether a worker is a full-time worker), as well as state macroeconomic differences, including cost-of-living measures and the unemployment rate (Shierholz and Gould 2011).

Table 2.3.
Union Wage Advantage by Gender and Race/Ethnicity, United States, 2014
Median Weekly Earnings for Full-Time Wage and Salary Workers

	Union	Nonunion	Union Wage Advantage	Union Wage Advantage (in Percent)
All Women	$899	$687	$212	30.9%
Hispanic	$739	$520	$219	42.1%
Black	$788	$590	$198	33.6%
White	$923	$704	$219	31.1%
Asian/Pacific Islander	$950	$823	$127	15.4%
All Men	$1,013	$840	$173	20.6%
Hispanic	$838	$596	$242	40.6%
Black	$833	$648	$185	28.5%
White	$1,041	$867	$174	20.1%
Asian/Pacific Islander	$1,041	$1,087	-$46	-4.2%

Note: Hispanics may be of any race or two or more races and are classified by both ethnicity and race. Asians do not include Pacific Islanders. Data are not available for Native Americans or those who identify with two or more races. Self-employed workers are excluded.
Source: IWPR compilation of data from the U.S. Bureau of Labor Statistics 2015b.

The union wage advantage for women varies across states.

- In all states, unionized women who work full-time have higher median weekly earnings than their nonunionized counterparts (Appendix Table B2.7).
- Women who are union members (or covered by a union contract) in Wyoming, South Carolina, and Louisiana have the largest wage advantage compared with nonunionized women at 53.0, 46.2, and 42.1 percent, respectively.
- The jurisdictions with the smallest union wage advantage for women are the District of Columbia (4.5 percent), Colorado (11.9 percent), and Hawaii (14.6 percent).

The union wage advantage for women varies across broad occupational groups. In all of the occupational groups shown in Table 2.4 below, unionized women

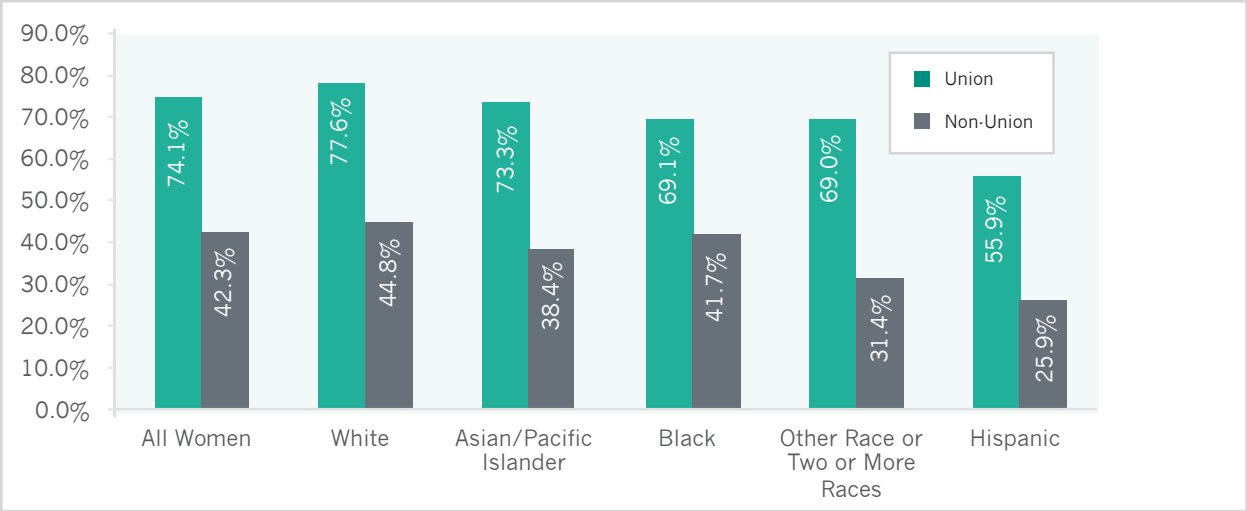
Table 2.4.
Women's Median Weekly Earnings for Full-Time Workers by Union Status, United States, 2014

	Union	Nonunion	Union Wage Advantage	Union Wage Advantage (in Percent)
Management, Business, and Financial Occupations	$1,116	$1,042	$74	7.1%
Professional and Related Occupations	$1,055	$928	$127	13.7%
Service Occupations	$569	$450	$119	26.4%
Sales and Related Occupations	$618	$572	$46	8.0%
Office and Administrative Support Occupations	$771	$632	$139	22.0%
Natural Resources, Construction, and Maintenance Occupations	$989	$506	$483	95.5%
Production, Transportation, and Material Moving Occupations	$621	$490	$131	26.7%
All Occupations	$911	$694	$217	31.3%

Note: For workers aged 16 and older. Data are four-year (2011–2014) averages. Earnings are in 2014 dollars.
Source: IWPR analysis of Current Population Survey Outgoing Rotation Groups (Version 2.0.1) data.
Women who are union members (or covered by a union contract) are also more likely to participate in a pension plan than those who are not unionized. Approximately three in four unionized women (74.1 percent) have a pension plan, compared with slightly more than four in ten (42.3 percent) of their nonunion counterparts (Figure 2.6). Among the largest racial and ethnic groups, the difference in participation rates between union members and nonunion members ranges from about 27 percentage points for black women to about 35 percentage points for Asian/Pacific Islander women.

Figure 2.6.

Percent of Women Workers with a Pension Plan by Union Status, United States, 2013



Notes: Racial categories are non-Hispanic. Hispanics may be of any race or two or more races. Data include all workers aged 15 and older and are three-year averages (2012–2014, for calendar years 2011–2013). Native Americans are included in "other race or two or more races"; sample sizes are insufficient to report estimates for Native Americans separately.
Source: IWPR analysis of data from the Current Population Survey Annual Social and Economic Supplement (IWPR 2015b).

earn more than their nonunionized counterparts. The difference is largest in natural resources, construction, and maintenance occupations (95.5 percent), and smallest in management, business, and financial occupations and in sales and related occupations (7.1 percent and 8.0 percent, respectively).

Women who are union members (or covered by a union contract) are also more likely to participate in a pension plan than those who are not unionized. Approximately three in four unionized women (74.1 percent) have a pension plan, compared with slightly more than four in ten (42.3 percent) of their nonunion counterparts (Figure 2.6). Among the largest racial and ethnic groups, the difference in participation rates between union members and nonunion members ranges from about 27 percentage points for black women to about 35 percentage points for Asian/Pacific Islander women.

Women's Labor Force Participation

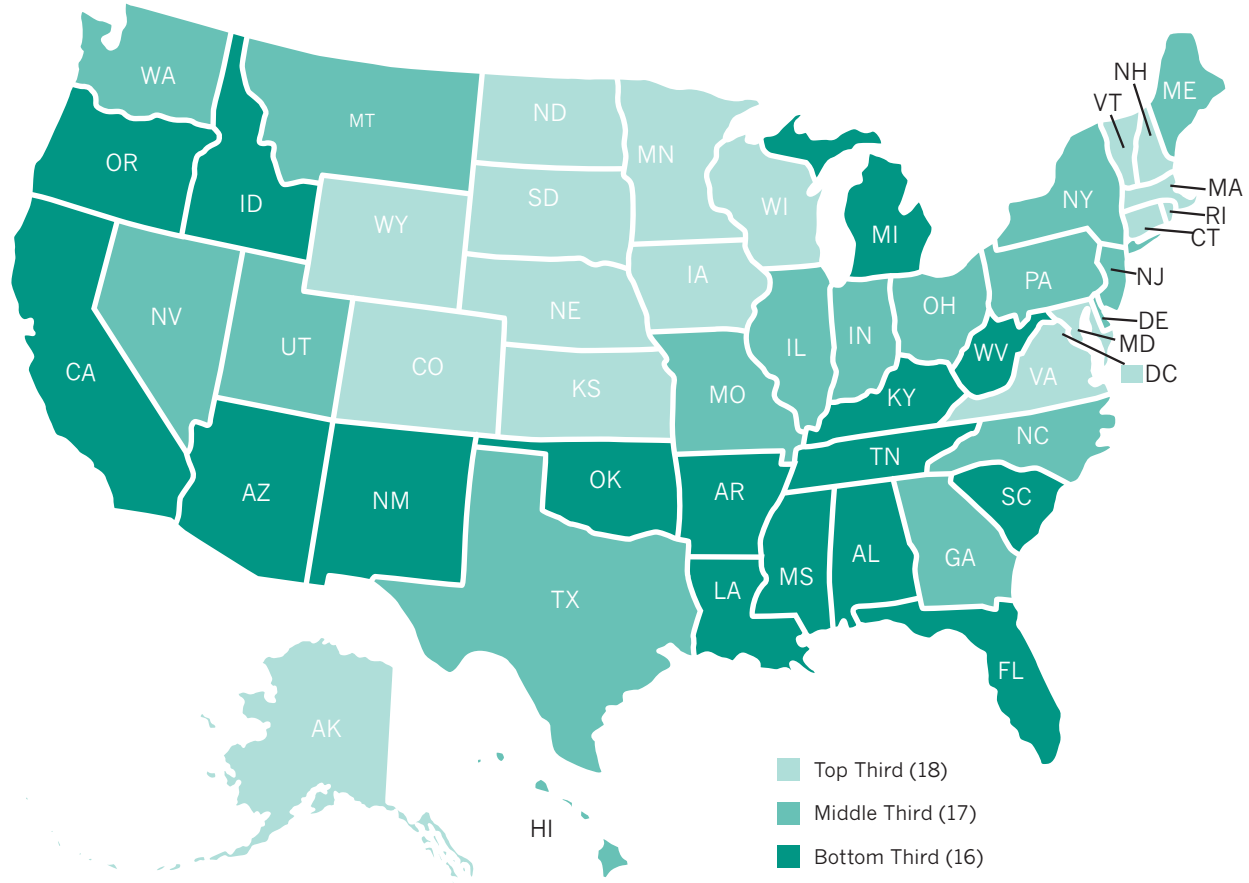
Women's increased labor force participation represents a significant change in the U.S. economy since 1950. As of 2014, nearly six in ten women aged 16 and older (57.0 percent) worked outside the home (U.S. Bureau of Labor Statistics 2015a), compared with 33.9 percent in 1950 and 43.3 percent in 1970 (Fullerton 1999). Women now comprise nearly half of the U.S. labor force at 46.8 percent (U.S. Bureau of Labor Statistics 2015a). In each state, however, women are still less likely to be in the workforce than men (Table 2.1; Appendix Table B2.1).

Best and Worst States on Women's Labor Force Participation

State	Rank	Labor Force Participation Rate
Alaska	1	68.3%
Minnesota	2	66.4%
South Dakota	3	65.5%
North Dakota	4	65.3%
Nebraska	5	65.2%
West Virginia	51	49.3%
Alabama	50	52.6%
Arkansas	49	53.6%
Arizona	48	54.3%
Florida	45	54.4%
Kentucky	45	54.4%
Mississippi	45	54.4%

- Among all states, Alaska has the highest rate of women's labor force participation; 68.3 percent of women aged 16 and older work. Women in the Midwest have the strongest labor force participation rates overall: Minnesota, Nebraska, North Dakota, South Dakota, and Wisconsin all rank in the top ten. Other top ten jurisdictions include the District of Columbia, Maryland, Massachusetts, and Wyoming (Table 2.1).
- Fewer than half of women (49.3 percent) are in the labor force in West Virginia, the state with the lowest labor force participation rate of women in the nation.

Map 2.4. Women's Labor Force Participation, 2013



Note: Percent of all women aged 16 and older who were employed or looking for work in 2013.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Southern states overall also have very low rates; Alabama, Arkansas, Florida, Kentucky, Louisiana, and Mississippi also rank in the bottom ten. Two Mountain West states—Arizona and New Mexico—and Oklahoma also fall into this group.

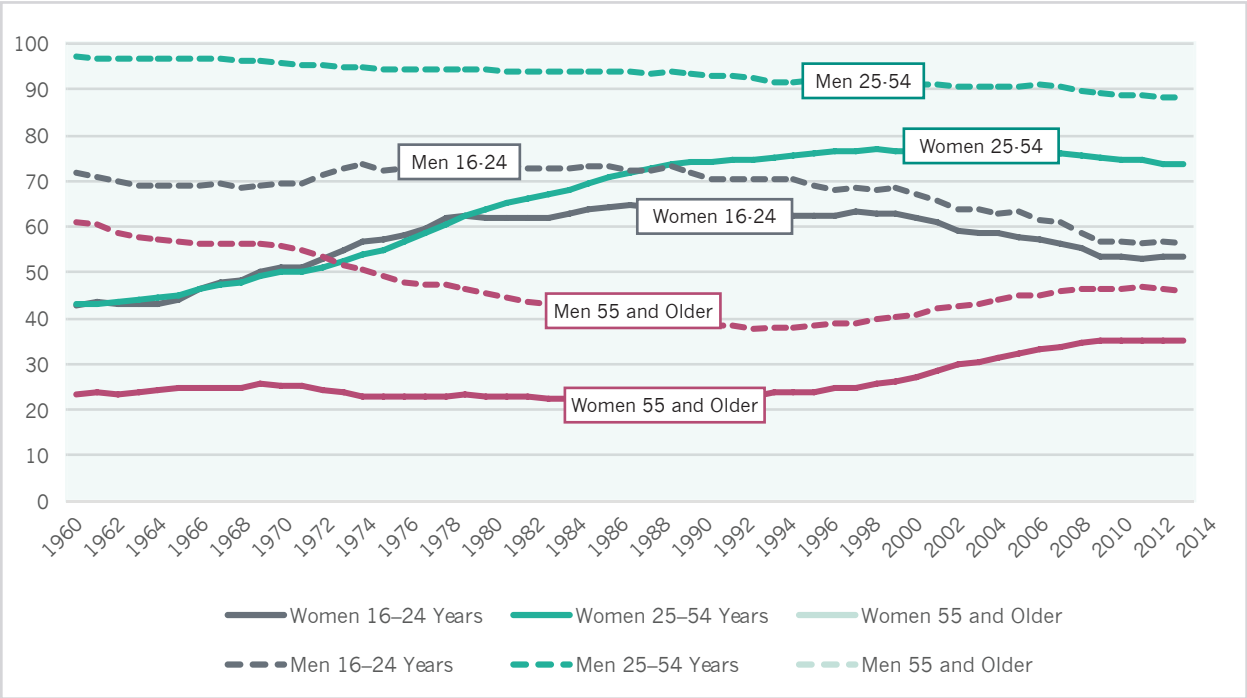
- Utah has the largest difference between men's and women's labor force participation rates at 16.7 percentage points. Maine has the smallest at 5.8 percentage points (Table 2.1; Appendix Table B2.1).

- Women's labor force participation has increased in just 11 states and the District of Columbia since 2002. Louisiana and the District of Columbia have shown the largest gains, with increases of 3.6 and 3.3 percentage points, respectively. Idaho and Minnesota have experienced the greatest losses, with declines of 5.6 and 4.8 percentage points (IWPR 2004; Table 2.1).

Among the largest racial and ethnic groups, black women aged 16 and older had the highest national workforce participation rate in 2014 at 59.2 percent. White women had the second highest labor force participation rate at 56.7 percent, followed by Hispanic women (56.0 percent) and Asian women (55.8). Data are not available for Native American women (U.S. Bureau of Labor Statistics 2015c).

Among the detailed racial and ethnic groups shown in Table B2.4, women of Bolivian and Peruvian descent have the highest labor force participation rates among Hispanic women at 70.1 and 66.0 percent, respectively, and women of Cuban descent have the lowest rate at 55.9 percent (Appendix Table B2.4). Women who identify as Filipino and Laotian have the highest workforce participation rates among Asian/Pacific Islander women (68.2 and 64.8 percent), and women who identify as Pakistani and Bangladeshi have the lowest rates (41.8 and 44.3 percent).

Figure 2.7.
Labor Force Participation Rates by Gender and Age, 1960-2014



Source: IWPR compilation of Current Population Survey data from the U.S. Bureau of Labor Statistics 2015c.

Among Native American women, the Chippewa and the Pueblo have the highest workforce participation rates at 59.4 percent and 59.0 percent, respectively, and the Navajo and the Cherokee have the lowest rates (52.2 and 53.9 percent; Appendix Table B2.4).

Labor force participation rates also vary by age. Among women, rates are highest for those in their prime working years (aged 25–54); after increasing between 1960 and 1999, however, the labor force participation rate of women in this age group decreased nearly three percentage points between 2000 and 2014 (the labor force participation rate of men aged 25–54 declined by more than three percentage points during this time; Figure 2.7). The labor force participation rate for young women (16–24) reached its high point in 1987 and declined more than nine percentage points between 2000 and 2014, while young men's labor force participation rate declined by more than twelve percentage points, reflecting the longer time this generation now spends in education and also a weak labor market during the Great Recession and in the slow recovery for many young adults. Among women aged 55 years and older—who are much less likely to be in the workforce than younger women—labor force participation has increased over the last three decades, especially so in the 2000s, having remained fairly constant from 1960 until the mid-1980s, when the labor force participation rate of young women was growing rapidly. In 2014, 34.9 percent of older women were in the workforce, compared with 26.1 percent in 2000. Older men, in contrast, experienced a steady decline in their workforce participation rates between 1960 and the mid-1990s, before their labor force participation rate increased between the mid-1990s and 2014, reaching its high point in 2012 (Figure 2.7).

Part-Time Work

Although the majority of employed women and men in the United States work full-time, women are nearly twice as likely as men to work part-time (29.4 percent compared with 15.8 percent; Appendix Table B2.8).

Working part-time makes it less likely that a worker will receive employment benefits such as paid vacation days, paid family or medical leave, paid sick days, health care insurance, or employer contributions to retirement saving funds (Society for Human Resource Management 2011; Van Giezen 2012).

- Utah (40.2 percent), Oregon (37.1 percent), and Rhode Island (36.5 percent) have the largest percentages of employed women who work part-time.

- The District of Columbia (18.8 percent), Maryland (24.3 percent), and Oklahoma (24.5 percent) have the smallest percentages of employed women who work part-time. The percentage of employed women working part-time in the District of Columbia is roughly half that of Utah.

Women work part-time for various reasons. The majority who work part-time do so by choice (although these choices may be constrained by factors such as their children's school hours and the high costs of child care). For some women, however, part-time work is involuntary; approximately one in five women who usually worked part-time in 2013 said they worked part-time because they could not find full-time work or had their hours at work temporarily reduced (IWPR 2014b).

Whether part-time work is voluntary or not, an increasing number of workers report not knowing from one week to the next how many hours and at what times they are expected to work. They may be expected to be available for full-time work, but without any guarantee of how many hours they actually will be scheduled to work. A recent national survey of younger workers between the ages of 26 and 32 found that approximately 70 percent of hourly and non-hourly women workers experience fluctuations in their hours worked per week. Such fluctuations are particularly common for workers classified as part-time (Lambert, Fugiel, and Henly 2014). In addition to potentially creating havoc with workers' family lives, and their own and children's school schedules, these unpredictable schedules can make it hard to secure a steady income that enables them to meet their financial needs. Unpredictable scheduling also can make it difficult for workers to combine two or more part-time jobs to increase earnings or combine part-time work with their own schooling.

Unemployment

Preliminary data from the Bureau of Labor Statistics show that in 2014, 6.1 percent of women aged 16 and older in the nation's civilian, noninstitutionalized population were unemployed, compared with 6.3 percent of men (U.S. Bureau of Labor Statistics 2015d). These unemployment rates were the lowest for women and men since 2008, when 5.4 percent of women and 6.1 percent of men were unemployed (U.S. Bureau of Labor Statistics 2014b). This decrease in unemployment reflects improvement in the nation's economy following the Great Recession that officially lasted from 2007 to 2009. The lower rates, however, may also reflect the decision of some workers to give up their active search for a job in the face of dim employment prospects (Davis 2014). As noted above, labor force participation rates have fallen, and some adults may have left the labor market out of discouragement.

In the United States, women's unemployment rates vary considerably by race and ethnicity. According to preliminary data, black women in 2014 had the highest unemployment rate among women at 10.5 percent, followed by Hispanic women (8.2 percent), white women (5.2 percent), and Asian women (4.6 percent; data are not available for Native American women). For each racial and ethnic group except Hispanics, women's unemployment rates were lower than men's (U.S. Bureau of Labor Statistics 2015e).

Single mothers and young women also have high levels of unemployment. In 2013, single mothers with children under 18 were more than twice as likely to be unemployed as married mothers with a spouse present (12.0 percent compared with 4.8 percent; U.S. Bureau of Labor Statistics 2014c).[8] According to preliminary data for 2014, the nation's youngest female workers (aged 16–19) had an unemployment rate of 17.7 percent; those aged 20–24 fared better but still had a relatively high unemployment rate (10.1 percent; U.S. Bureau of Labor Statistics 2015d). Many young women face the dual disadvantage of having limited or no prior work experience and a lack of higher educational credentials.

[8]Single mothers include those who are never married, married with an absent spouse, divorced, separated, or widowed.

The Employment and Earnings of Immigrant Women

Approximately 21 million female immigrants live in the United States, making up just over 13 percent of the nation's female population. Immigrant women come from all over the world, with the largest shares from Mexico (25.6 percent), the Philippines (5.3 percent), China (4.7 percent), and India (4.6 percent). In their multiple roles as students, professionals and other workers, spouses, parents, and caregivers, immigrant women make important contributions to local communities, the economy, and society.

- Immigrant women are less likely than U.S.-born women to be in the labor force (56.2 percent compared with 59.0 percent). While many immigrant women are thriving in the workforce, others encounter challenges that hinder their workforce participation or limit their access to higher quality employment. These challenges include the same barriers all women face—such as the undervaluation of work performed predominantly by women and the lack of a work-family infrastructure—and often additional challenges as well, such as limited English proficiency and, for those who are undocumented, lack of access to legal status (Hess, Henrici, and Williams 2011; Hess and Henrici 2013).

- Median annual earnings for immigrant women working full-time, year-round in 2013 were $32,000, which was much less than the earnings for U.S.-born women ($39,000). Among the ten largest sending countries for female immigrants—Mexico, the Philippines, China, India, Vietnam, Korea, El Salvador, Cuba, the Dominican Republic, and Canada—immigrant women's earnings varied considerably. Women from India had the highest earnings at $65,000—well above the median earnings for all women of $38,000—and women from Mexico had the lowest earnings at $22,000. These differences likely stem, in part, from differences in levels of education; immigrant women from India typically have more years of higher education.

- Immigrant women overall are less likely than U.S.-born women to work in managerial or professional occupations (32.7 percent compared with 41.1 percent).

- Immigrant women are disproportionately represented in service occupations. One in three (32.5 percent) immigrant women work in these occupations, compared with 19.9 percent of U.S.-born women. Immigrant women are also nearly twice as likely as U.S.-born women to work in production, transportation, and material moving occupations (9.9 percent compared with 5.0 percent). They are less likely than U.S.-born women to work in office and administrative support occupations (13.3 percent of employed immigrant women work in these occupations compared with 21.5 percent of employed U.S.-born women) and in professional and related occupations (21.8 percent compared with 27.0 percent).

IWPR calculations based on 2013 American Community Survey microdata.

The Employment and Earnings of Women with Disabilities

Approximately 2.6 million women aged 16 and older in the labor force have disabilities, including cognitive, ambulatory, sight, hearing, and self-care or independent living difficulties. They are 3.6 percent of all women in the labor force.

- The labor force participation rate of women aged 16 and older with disabilities in 2013 was 17.1 percent, compared with 62.7 percent of women without disabilities.
- Finding work is harder for women with a disability than for other women. In 2013, the rate of unemployment for women with a disability was 13.5 percent, compared with 6.8 percent for women without a disability.
- Women with disabilities are more likely to work part-time. The percentage of women with disabilities working part-time in 2013 was 38.4 percent, compared with 28.9 percent of women without disabilities.
- Women with disabilities are about as likely as other women to work in sales and office occupations (31.8 and 30.4 percent, respectively) and slightly more likely to work in service occupations (24.8 and 21.6 percent). They are less likely to work in management, professional, and related occupations (34.9 percent of women with disabilities and 41.8 percent of women without disabilities).
- Women aged 16 and older with disabilities who work full-time, year-round report lower earnings than those without disabilities ($32,500 compared with $38,000).

Earnings data and data on part-time work are based on IWPR analysis of 2013 American Community Survey microdata; all other data are from the U.S. Bureau of Labor Statistics 2014d.

Gender Differences in Employment by Industry

In the United States, gender differences persist across industries. An industry encompasses all employees of a firm or organization, whether they work as a janitor, secretary, accountant, or information technology specialist. Employment in services such as health care, nongovernmental education, leisure, and other services account for more than four in ten women's jobs (nationally 43.2 percent), but only one in four men's jobs (24.8 percent; Table 2.5). The construction industry (1.3 percent of women and 11.1 percent of men), manufacturing (6.6 percent of women and 14.4 percent of men), and transportation and communications (3.0 percent of women and 7.8 percent of men) together account for the jobs held by about one in ten employed women but one-third of those held by employed men (Table 2.5).

The different industries in which women and men work affect their economic status. During the Great Recession of 2007 to 2009, for example, job losses were particularly high in construction and manufacturing while jobs in health and education grew, resulting in differences in the size and timing of job losses and gains experienced by women and men (Hartmann and English 2010). In the five years after the official end of the Great Recession in June 2009, jobs in health care and education grew by almost two million, benefitting mainly women, while jobs in construction grew by only 7,000 (with net growth only for men; Hartmann, Shaw, and O'Connor 2014). Median annual earnings and the gender earnings ratio

Table 2.5.
Distribution of Women and Men Across Industries and Gender Earnings Ratio, United States, 2013

Industry	Women's Share of All Workers in Industry	Share of Employed Women	Share of Employed Men	Women's Median Annual Earnings (Full-Time, Year-Round)	Men's Median Annual Earnings (Full-Time, Year-Round)	Gender Earnings Ratio
Health Care, Education, Leisure, and Other Services	61.0%	43.2%	24.8%	$37,000	$50,000	74.0%
Wholesale and Retail Trade	47.6%	20.7%	20.5%	$27,000	$35,000	77.1%
Government	54.1%	16.9%	12.8%	$45,000	$54,000	83.3%
Finance, Insurance, and Real Estate	55.8%	7.3%	5.2%	$42,000	$68,000	61.8%
Manufacturing	29.2%	6.6%	14.4%	$37,000	$50,000	74.0%
Transportation, Communications, and Utilities	25.6%	3.0%	7.8%	$41,600	$50,000	83.2%
Mining and Construction	9.7%	1.3%	11.1%	$40,000	$42,000	95.2%
Agriculture, Forestry, and Fisheries	21.4%	1.0%	3.4%	$25,000	$29,300	85.3%
Total	47.3%	47.3%	52.7%	$38,000	$48,000	79.2%

Note: For employed women and men aged 16 and older; earnings data are for full-time, year-round workers. All public sector workers are in "government"; other workers are private sector employees.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

for full-time, year-round work differ substantially across industries. Women in government (which includes federal government as well as state and local services such as police and education) have the highest median earnings ($45,000) and a narrower gender earnings ratio than the one for all women and men (83.3 compared with 79.2 percent; Table 2.5). Among the industries shown in Table 2.5, the gender earnings ratio is widest in finance, insurance, and real estate (61.8 percent) and narrowest in mining and construction (95.2 percent), an industry that employs proportionately far fewer women than men. Manufacturing provides middle income jobs to women, with median annual earnings of $37,000, but median earnings for men in these jobs are substantially higher at $50,000 (resulting in a gender wage ratio of 74.0 percent).

- The share of employed women who work in government, the best paying industry for women, is highest in Wyoming (29.2 percent) and lowest in Pennsylvania (11.9 percent; Appendix Table B2.9).
- Employed women are the most likely to work in finance, insurance, and real estate—the industry with the widest gender earnings ratio—in Delaware (11.5 percent), and least likely to work in this industry in Alaska (4.0 percent).
- In four states—Indiana and Wisconsin (11.4 percent each), Iowa (10.4 percent), and Michigan (10.1 percent)—at least one in ten employed women work in manufacturing (Appendix Table B2.9).

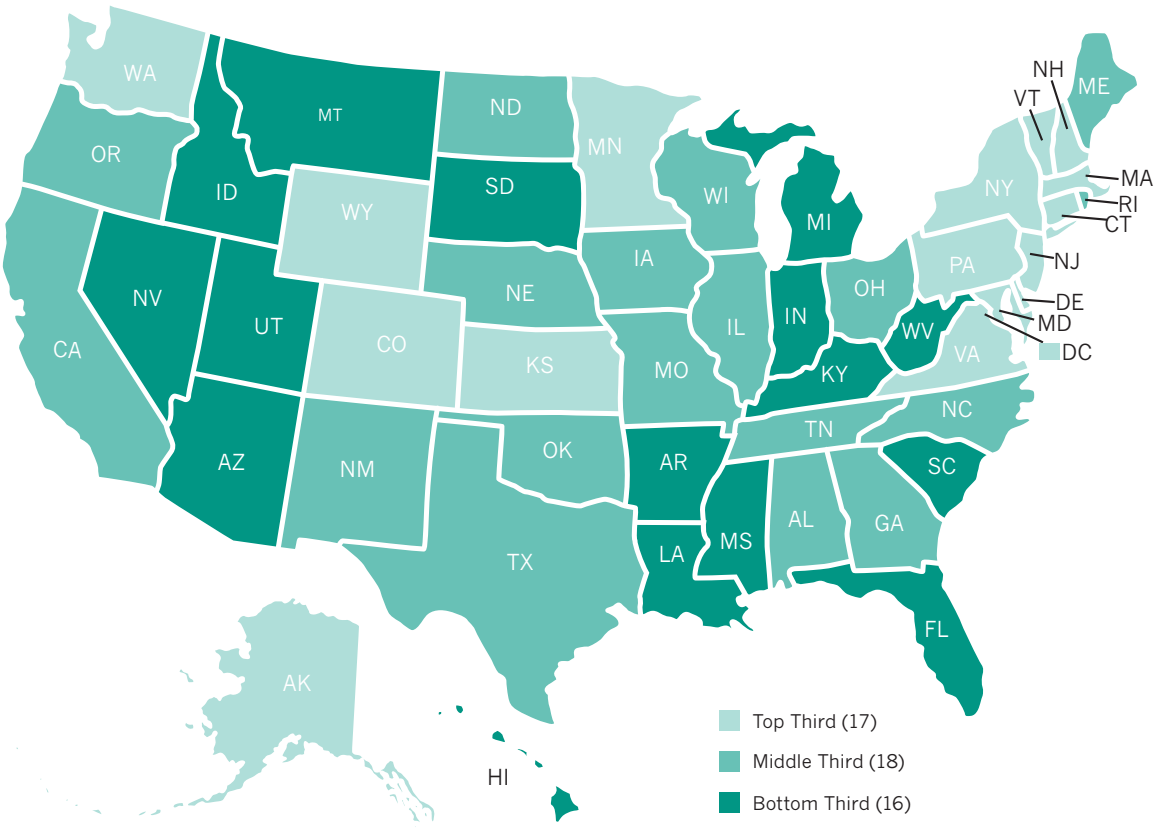
Gender Differences Across Occupations

Nationally, 39.9 percent of employed women and 33.0 percent of employed men work in professional or managerial occupations (Table 2.1; Appendix Table B2.1). This category encompasses a range of occupations—from management, lawyers, doctors, nurses, teachers, and accountants to engineers and software developers—that mostly require at least a college degree. The percentage of employed women working in these occupations has increased since the 2004 *Status of Women in the States* report, when 33.2 of working women held professional or managerial jobs. These jobs offer opportunities for higher earnings for women, although typically even more so for men; women who work in managerial or professional occupations often earn substantially less than men (Table 2.6). The three jurisdictions with the highest shares of women working in professional or managerial occupations—the District of Columbia, Maryland, and Massachusetts—also have the highest median annual earnings for women (Table 2.1).

Best and Worst States on the Percent of All Employed Women in Managerial or Professional Occupations

State	Rank	Percent in Managerial or Professional Occupations Participation Rate
District of Columbia	1	61.9%
Maryland	2	47.8%
Massachusetts	3	47.5%
Virginia	4	45.1%
New Hampshire	5	44.2%
Nevada	51	31.0%
Idaho	50	33.6%
South Dakota	49	34.2%
Mississippi	48	36.0%
Montana	47	36.2%

Map 2.5. Women in Professional and Managerial Occupations, 2013



Note: Percent of all women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations in 2013.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table 2.6.
Distribution of Women and Men Across Broad Occupational Groups and Gender Earnings Ratio, United States, 2013

Occupation	Women's Share of All Workers by Occupation	Share of Employed Women	Share of Employed Men	Women's Median Annual Earnings (Full-Time, Year-Round)	Men's Median Annual Earnings (Full-Time, Year-Round)	Gender Earnings Ratio
Professional and Related	57.3%	26.2%	17.5%	$50,000	$70,000	71.4%
Service	56.4%	21.8%	15.1%	$23,000	$30,000	76.7%
Office and Administrative Support	72.3%	20.3%	7.0%	$33,300	$38,000	87.6%
Management, Business, and Financial	44.3%	13.7%	15.4%	$55,000	$75,000	73.3%
Sales and Related	50.0%	11.3%	10.2%	$31,000	$50,000	62.0%
Production, Transportation, and Material Moving	22.2%	5.7%	17.9%	$25,600	$37,000	69.2%
Natural Resources, Construction, and Maintenance	4.6%	0.9%	16.2%	$30,000	$40,000	75.0%
Armed Forces	12.5%	0.1%	0.6%	$38,000	$40,000	95.0%
Total	47.3%	47.3%	52.7%	$38,000	$48,000	79.2%

Note: For employed women and men aged 16 and older.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Women are much more likely than men to work in professional and related occupations (26.2 compared with 17.5 percent, respectively) but slightly less likely than men to work in management, business, and financial occupations (13.7 compared with 15.4 percent; Table 2.6). Women are also much more likely than men to work in service occupations (Table 2.6), which include personal care aides, home health aides, nursing assistants, cooks, and food service staff—occupations that are projected to see high growth in the coming years, but which have median annual earnings for women of less than $25,000 per year (Table 2.6). According to IWPR analysis of 2013 American Community Survey microdata, one-third of employed Hispanic women (32.2 percent) and more than one in four employed black (28.2 percent) and Native American (27.4 percent) women work in service occupations, compared with 20.6 percent of Asian/Pacific Islander women and 18.3 percent of white women.[9]

- Nevada has the highest proportion of women working in service occupations (28.8 percent of employed women). In six other states—Louisiana, Montana, New Mexico, North Dakota, West Virginia, and Wyoming—one-quarter of employed women work in service occupations (Appendix Table B2.10).

- Women are least likely to work in service occupations in the District of Columbia (16.2 percent), New Hampshire (18.7 percent), and Utah (19.4 percent).

[9] Although the share of Asian/Pacific Islander women overall who work in service occupations is slightly lower than the national average for all women, there is considerable variation among Asian/Pacific Islander groups. For example, three in ten (30.4 percent) Vietnamese workers are employed in service occupations (30.4 percent), compared with less than one in ten (6.7 percent) Indian workers. Data are not available by gender (U.S. Department of Commerce 2015).

Women in STEM Occupations

Science, technology, engineering, and mathematics (STEM) occupations have experienced much faster growth than other occupations in the last decade and play a key role in the sustained growth and stability of the U.S. economy (U.S. Department of Commerce 2011). These fields are among the higher paid; IWPR analysis of 2013 American Community Survey microdata indicates that in 2013, median annual earnings in STEM occupations were $64,000 for women and $78,000 for men.[10] Yet, women are less likely to go into STEM fields than men; only 4.6 percent of women work in STEM occupations, compared with 10.3 percent of men (Appendix Table B2.11).

The percentage of women working in STEM occupations varies across the largest racial and ethnic groups. IWPR analysis of American Community Survey microdata finds that Asian/Pacific Islander women are the most likely to work in these occupations (11.3 percent of employed Asian/Pacific Islander women), followed by white women (4.9 percent), black women (2.8 percent), and Native American and Hispanic women (2.3 percent each).

- Women are most likely to work in STEM occupations in the District of Columbia (10.6 percent), Maryland (7.5 percent), and Massachusetts (7.0 percent; Appendix Table B2.11), the three states with the highest median annual earnings for women (Table 2.1).
- Women are least likely to work in STEM occupations in South Dakota (2.6 percent), Mississippi (3.1 percent), and Louisiana (3.2 percent).
- Nationally, women are 28.8 percent of STEM workers. Women are less likely than men to work in STEM occupations in every state, but their shares of STEM occupations vary considerably (Appendix Table B2.11).
- Women make up the highest share of STEM workers in the District of Columbia (44.2 percent), followed by Maryland (34.4 percent), Vermont (33.6 percent), and Wyoming (33.0 percent).
- Women are less than one-quarter of STEM workers in two states: Utah (23.5 percent) and New Hampshire (24.6 percent).

Conclusion

The differences in occupations in which women and men work are just one factor indicating that much more progress needs to be made before women can achieve equality in the workforce. Occupational segregation continues to be a persistent feature of the U.S. labor force, with the occupations in which women are concentrated paying less than those in which men are concentrated. Women's participation in the labor force has declined since 2002, and women in all states across the nation continue to earn less than men. In addition, despite signs of progress, the gender wage gap is not expected to close nationally until 2058 if progress continues at the rate since 1960 (and not until a full century later in Wyoming, the last state expected to close the gap). These findings point to the need for policies and practices that can accelerate the pace of change for women and improve their status in the area of employment and earnings in all states and the nation overall.

[10] This analysis uses the Bureau of Labor Statistics' definition of STEM occupations, which includes the social sciences and managers of STEM workers, but excludes support occupations, health occupations, and most technical and trade occupations that do not require a four-year degree (U.S. Bureau of Labor Statistics 2012). Rothwell (2013) and Carnevale, Smith, and Melton (2011) also find a wage advantage for STEM related occupations not requiring a four-year degree.

Appendix A2:

Methodology

To analyze the status of women in the states, IWPR selected indicators that prior research and experience have shown illuminate issues that are integral to women's lives and that allow for comparisons between each state and the United States as a whole. The data in IWPR's Status of Women in the States reports come from federal government agencies and other sources; many of the figures rely on analysis of the U.S. Census Bureau's American Community Survey (ACS) from the Minnesota Population Center's Integrated Public Use Microdata Series (IPUMS). Much of the analysis for IWPR's 1996–2004 Status of Women in the States reports relied on the Current Population Survey (CPS).

The tables and figures present data for individuals, often disaggregated by race and ethnicity. In general, race and ethnicity are self-identified; the person providing the information on the survey form determines the group to which he or she (and other household members) belongs. People who identify as Hispanic or Latino may be of any race; to prevent double counting, IWPR's analysis of American Community Survey microdata separates Hispanics from racial categories—including white, black (which includes those who identified as black or African American), Asian/Pacific Islander (which includes those who identified as Chinese, Japanese, and Other Asian or Pacific Islander, including Native Hawaiians), or Native American (which includes those who identified as American Indian or Alaska Native). The ACS also allows respondents to identify with more specific racial groups and/or Hispanic origins. Detailed racial/ethnic information is available for American Indians and Alaska Natives, Asian/Pacific Islanders, and Hispanics, but not for blacks or whites. IWPR conducted analysis of selected indicators for the groups for which detailed information is available (when sample sizes were not large enough, detailed races/ethnicities were combined into "other" categories based on their corresponding major racial or ethnic group). Published data from the Bureau of Labor Statistics that are cited in the text do not include Pacific Islanders and classify Hispanics in the racial groups with which they identify as well as separately, and in the data that come from these datasets Hispanics are double counted.

When analyzing state- and national-level ACS microdata, IWPR used 2013 data, the most recent available, for most indicators. When disaggregating data at the state level by race and ethnicity, analyzing median annual earnings for young women by state, and analyzing the employment and earnings of women by detailed racial and ethnic group nationally, IWPR combined three years of data (2011, 2012, and 2013) to ensure sufficient sample sizes. IWPR constructed a multi-year file by selecting the 2011, 2012, and 2013 datasets, adjusting dollar values to their 2013 equivalents using the Consumer Price Index for All Urban Consumers, and averaging the sample weights to represent the average population during the three year period. Data on median earnings are not presented if the unweighted sample size is less than 100 for any cell; data on other indicators are not presented if the average cell size for the category total is less than 35.

Earnings lost over time due to the gender wage gap were estimated by comparing the median annual earnings of women and men who worked full-time, year-round using the 1980–2014 CPS Annual Social and Economic Supplements (ASEC). Birth year was estimated by subtracting age from the year of the survey data collection. Earnings were adjusted to 2014 dollars using the CPI-U. The differences in earnings between women and men by single year of age were calculated within five-year birth cohorts and summed to calculate the cumulative losses for all women and for women with a bachelor's degree or higher.

IWPR used personal weights to obtain nationally representative statistics for person-level analyses. Weights included with the IPUMS ACS for person-level data adjust for the mixed geographic sampling rates, nonresponses, and individual sampling probabilities. Estimates from IPUMS ACS samples may not be consistent with summary table ACS estimates available from the U.S. Census Bureau due to the additional sampling error and the fact that over time, the Census Bureau changes the definitions and classifications for some variables. The IPUMS project provides harmonized data to maximize comparability over time; updates and corrections to the microdata released by the Census Bureau and IPUMS

may result in minor variation in future analyses.

Differences Between the ACS and the CPS

The differences between the ACS and CPS and their impact on measures of employment and earnings are described in detail in Kromer and Howard (2011). These differences have some bearing on this report's comparisons with data from IWPR's 2004 report, as well as on the reported differences in data for 2013 that come from the two surveys. While both the ACS and the CPS survey households, their sample frames also include non-institutionalized group quarters, such as college dorms and group homes for adults. The ACS also includes institutionalized group quarters, such as correctional facilities and nursing homes. College students away at school and living in a dormitory are treated differently in the two surveys. In the ACS they would be residents of the dorm in the group quarters population while in the CPS they remain a member of their family household. While all CPS interviews are collected using computer-assisted interviews, about half of the ACS households respond using the paper mail-back form and half by computer-assisted interview (Census Bureau 2014). The ACS collects data on work and earnings in the previous 12 months throughout the year while the CPS-ASEC collects work and earnings information for the previous calendar year during interviews collected February-April each year. Finally, the two surveys have differences in wording of some questions that aim to collect similar social and demographic information.

Calculating the Composite Index

To construct the employment and earnings composite index, each of the four component indicators was first standardized. For each of the indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting values were summed for each state to create a composite score. Each of the four component indicators has equal weight. The states were ranked from the highest to the lowest scores.

To grade the states on this composite index, values for each of the components were set at desired levels to provide an "ideal score." Women's earnings were set at the median annual earnings for men in the United States overall; the wage ratio was set at 100 percent, as if women earned as much as men; women's labor force participation was set at the national number for men; and women in managerial or professional occupations was set at the highest score for all states. Each state's score was compared with the ideal score to determine the state's grade.

WOMEN'S MEDIAN ANNUAL EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week) in 2013. The sample size for women ranged from 713 in Alaska to 44,866 in California. These earnings data have not been adjusted for cost-of-living differences between the states because the federal government does not produce an index of such differences. Source: Calculations of 2013 American Community Survey microdata as provided by the Integrated Public Use Microdata Series (IPUMS) at the Minnesota Population Center.

RATIO OF WOMEN'S TO MEN'S EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week) in 2013 divided by the median annual earnings of men aged 16 and older who worked full-time, year-round in 2013. Sample sizes ranged from 713 in Alaska to 44,866 in California for women's earnings, and from 1,074 in Alaska to 62,903 in California for men's earnings. Source: Calculations of 2013 American Community Survey microdata as provided by the Integrated Public Use Microdata Series (IPUMS) at the Minnesota Population Center.

WOMEN'S LABOR FORCE PARTICIPATION (proportion of the adult female population in the labor force): Percent of women aged 16 and older who were employed or looking for work in 2013. This includes those employed full-time, part-time voluntarily, or part-time involuntarily, and those who are unemployed but looking for work. The percent of women in the labor force in IWPR's 1996–2004 Status of Women in the States reports included the civilian, noninstititutionalized population. Source: Calculations of 2013 American Community Survey microdata as provided by the Integrated Public Use Microdata Series (IPUMS) at the Minnesota Population Center.

WOMEN IN MANAGERIAL AND PROFESSIONAL OCCUPATIONS: Percent of women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations in 2013. Source: Calculations of 2013 American Community Survey microdata as provided by the Integrated Public Use Microdata Series (IPUMS) at the Minnesota Population Center.

Appendix B2:

Tables by State and Race/Ethnicity

Table B2.1.

State-by-State Data and Rankings on Men's Employment and Earnings, 2013

	Median Annual Earnings for Men Employed Full-Time, Year-Round		Percent of Men in the Labor Force		Percent of All Employed Men in Managerial or Professional Occupations	
State	Dollars	Rank	Percent	Rank	Percent	Rank
Alabama	$43,400	35	64.2%	46	28.9%	41
Alaska	$56,000	6	75.6%	2	29.2%	40
Arizona	$44,000	34	64.4%	45	32.9%	22
Arkansas	$40,000	44	63.8%	48	27.5%	47
California	$50,000	12	69.9%	23	34.5%	14
Colorado	$50,000	12	73.5%	6	36.8%	7
Connecticut	$60,000	2	73.0%	8	37.7%	5
Delaware	$49,900	19	67.5%	35	35.2%	12
District of Columbia	$69,000	1	72.7%	9	61.0%	1
Florida	$40,000	44	63.9%	47	30.1%	36
Georgia	$42,500	39	68.3%	31	32.3%	24
Hawaii	$48,000	20	70.6%	21	30.4%	32
Idaho	$40,000	44	69.5%	25	30.4%	32
Illinois	$50,000	12	71.1%	18	33.5%	19
Indiana	$45,000	27	68.9%	27	28.1%	46
Iowa	$45,000	27	71.0%	19	30.3%	35
Kansas	$45,000	27	72.1%	13	33.6%	18
Kentucky	$42,800	38	64.9%	44	28.4%	45
Louisiana	$48,000	20	65.8%	41	27.2%	48
Maine	$43,000	36	66.2%	40	29.4%	38
Maryland	$57,000	5	72.7%	9	40.4%	3
Massachusetts	$60,000	2	71.9%	14	40.8%	2
Michigan	$48,000	20	65.3%	43	32.3%	24
Minnesota	$50,000	12	73.5%	6	35.4%	10
Mississippi	$40,000	44	61.8%	50	25.1%	50
Missouri	$43,000	36	67.9%	33	31.0%	31
Montana	$42,000	42	67.4%	36	31.5%	26
Nebraska	$45,000	27	75.0%	4	33.8%	17
Nevada	$42,300	40	69.5%	25	24.9%	51
New Hampshire	$52,000	9	72.6%	11	34.1%	16
New Jersey	$60,000	2	71.6%	16	37.5%	6
New Mexico	$42,300	40	63.7%	49	31.3%	28
New York	$50,000	12	68.5%	29	35.3%	11
North Carolina	$42,000	42	68.0%	32	31.2%	29
North Dakota	$46,200	24	76.4%	1	29.6%	37
Ohio	$46,900	23	67.8%	34	31.4%	27
Oklahoma	$40,000	44	68.8%	28	28.5%	44
Oregon	$46,000	25	66.6%	39	34.6%	13
Pennsylvania	$50,000	12	67.4%	36	33.4%	20
Rhode Island	$52,000	9	70.5%	22	32.9%	22
South Carolina	$40,000	44	65.8%	41	28.8%	42
South Dakota	$39,000	51	72.4%	12	33.0%	21
Tennessee	$40,000	44	66.9%	38	29.3%	39
Texas	$45,000	27	71.9%	14	31.2%	29
Utah	$50,000	12	75.4%	3	36.6%	8
Vermont	$45,000	27	68.4%	30	34.2%	15
Virginia	$52,000	9	71.4%	17	38.7%	4
Washington	$53,000	7	69.8%	24	36.0%	9
West Virginia	$45,000	27	60.7%	51	25.9%	49
Wisconsin	$46,000	25	70.8%	20	30.4%	32
Wyoming	$53,000	7	73.8%	5	28.7%	43
United States	**$48,000**		**68.9%**		**33.0%**	

Note: Aged 16 and older.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.2.

Median Annual Earnings and the Gender Earnings Ratio for Millennial Women and Men (Full-Time, Year-Round Workers Aged 16-34) by State, 2013

	Women's Earnings		Men's Earnings		Earnings Ratio	
State	Dollars	Rank	Dollars	Rank	Percent	Rank
Alabama	$26,787	47	$31,657	39	84.6%	39
Alaska	$35,513	7	$41,426	3	85.7%	35
Arizona	$30,439	20	$33,141	33	91.8%	13
Arkansas	$25,000	50	$30,000	49	83.3%	42
California	$34,176	9	$35,000	23	97.6%	4
Colorado	$32,469	13	$36,248	16	89.6%	19
Connecticut	$36,527	6	$40,586	6	90.0%	18
Delaware	$32,000	18	$36,248	16	88.3%	22
District of Columbia	$53,854	1	$55,000	1	97.9%	2
Florida	$28,998	33	$30,034	48	96.6%	6
Georgia	$30,000	25	$31,069	40	96.6%	6
Hawaii	$32,469	13	$36,527	15	88.9%	20
Idaho	$24,855	51	$30,500	45	81.5%	48
Illinois	$33,141	11	$37,542	12	88.3%	22
Indiana	$28,998	33	$33,808	31	85.8%	34
Iowa	$30,034	24	$35,513	21	84.6%	39
Kansas	$28,998	33	$34,000	28	85.3%	38
Kentucky	$27,445	42	$31,069	40	88.3%	22
Louisiana	$28,000	39	$36,000	19	77.8%	50
Maine	$29,516	30	$34,498	26	85.6%	36
Maryland	$37,900	5	$40,586	6	93.4%	10
Massachusetts	$40,000	2	$42,900	2	93.2%	11
Michigan	$29,019	32	$34,000	28	85.4%	37
Minnesota	$33,658	10	$38,557	8	87.3%	28
Mississippi	$25,366	49	$30,000	49	84.6%	39
Missouri	$28,410	36	$32,105	37	88.5%	21
Montana	$27,000	43	$31,000	44	87.1%	29
Nebraska	$28,410	36	$34,798	25	81.6%	47
Nevada	$30,439	20	$34,487	27	88.3%	22
New Hampshire	$32,875	12	$38,000	10	86.5%	32
New Jersey	$38,600	3	$41,000	4	94.1%	8
New Mexico	$26,381	48	$30,000	49	87.9%	27
New York	$38,319	4	$37,542	12	102.1%	1
North Carolina	$29,526	29	$30,439	46	97.0%	5
North Dakota	$30,000	25	$36,248	16	82.8%	45
Ohio	$30,000	25	$34,000	28	88.2%	26
Oklahoma	$27,000	43	$31,069	40	86.9%	31
Oregon	$30,439	20	$33,483	32	90.9%	15
Pennsylvania	$32,105	16	$37,283	14	86.1%	33
Rhode Island	$32,469	13	$36,000	19	90.2%	17
South Carolina	$28,410	36	$31,048	43	91.5%	14
South Dakota	$27,000	43	$32,469	35	83.2%	44
Tennessee	$27,652	41	$30,439	46	90.8%	16
Texas	$30,000	25	$32,000	38	93.8%	9
Utah	$28,000	39	$35,513	21	78.8%	49
Vermont	$32,000	18	$32,672	34	97.9%	2
Virginia	$35,000	8	$37,801	11	92.6%	12
Washington	$32,105	16	$38,557	8	83.3%	42
West Virginia	$26,888	46	$32,469	35	82.8%	45
Wisconsin	$30,439	20	$35,000	23	87.0%	30
Wyoming	$29,425	31	$40,992	5	71.8%	51
United States	$31,069		$35,000		88.8%	

Note: For additional IWPR data on young women, see www.statusofwomendata.org. Data are three-year (2011-2013) averages.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.3.

Women's Employment and Earnings and the Gender Earnings Ratio by Race and Ethnicity, United States, 2013

	Median Annual Earnings for Women Employed Full-Time, Year-Round	Median Annual Earnings for Men Employed Full-Time, Year-Round	Ratio of Women's Earnings to Men's of the Same Racial/Ethnic Group	Ratio of Women's Earnings to White Men's Earnings	Percent of Women in the Labor Force	Percent of All Employed Women in Managerial or Professional Occupations
	Dollars	Dollars	Percent	Percent	Percent	Percent
White	$40,000	$52,000	76.9%	76.9%	57.7%	44.0%
Hispanic	$28,000	$30,900	90.6%	53.8%	58.9%	24.7%
Black	$34,000	$37,500	90.7%	65.4%	62.4%	32.9%
Asian/Pacific Islander	$46,000	$59,000	78.0%	88.5%	58.7%	47.7%
Native American	$31,000	$37,000	83.8%	59.6%	53.6%	30.9%
Other Race or Two or More Races	$38,000	$45,000	84.4%	73.1%	62.3%	38.8%

Notes: Aged 16 and older. Racial groups are non-Hispanic. Hispanics may be of any race or two or more races.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.4.

Women's Employment and Earnings by Detailed Racial and Ethnic Groups, United States, 2013

	Median Annual Earnings for Women and Men Employed Full-Time, Year-Round		Ratio of Women's Earnings to Men's of the Same Racial/ Ethnic Group	Ratio of Women's Earnings to White Men's Earnings	Percent of Women in the Labor Force	Percent of All Employed Women in Managerial or Professional Occupations
	Women	Men	Percent	Percent	Percent	Percent
Hispanic						
Mexican	$26,381	$30,034	87.8%	50.7%	57.8%	22.1%
Spaniard	$40,586	$53,854	75.4%	78.1%	60.2%	42.0%
Caribbean						
Cuban	$31,069	$36,000	86.3%	59.7%	55.9%	35.1%
Dominican	$27,395	$31,700	86.4%	52.7%	62.8%	20.1%
Puerto Rican	$35,212	$40,000	88.0%	67.7%	58.6%	31.9%
Central America						
Costa Rican	$33,483	$40,000	83.7%	64.4%	60.5%	36.4%
Guatemalan	$23,337	$24,855	93.9%	44.9%	61.8%	14.6%
Honduran	$22,784	$25,000	91.1%	43.8%	65.4%	13.0%
Nicaraguan	$29,000	$31,069	93.3%	55.8%	63.0%	26.1%
Panamanian	$37,283	$45,568	81.8%	71.7%	64.6%	33.4%
Salvadoran	$23,540	$28,998	81.2%	45.3%	65.7%	13.8%
Other Central American	$31,454	$30,439	103.3%	60.5%	63.7%	17.8%
South America						
Argentinean	$40,804	$50,732	80.4%	78.5%	63.5%	48.8%
Bolivian	$36,248	$41,000	88.4%	69.7%	70.1%	28.8%
Chilean	$36,248	$44,533	81.4%	69.7%	59.7%	41.9%
Colombian	$32,875	$40,586	81.0%	63.2%	65.8%	33.6%
Ecuadorian	$29,000	$32,000	90.6%	55.8%	62.2%	24.8%
Peruvian	$30,439	$38,252	79.6%	58.5%	66.0%	29.0%
Uruguayan	$31,069	$38,837	80.0%	59.7%	64.5%	27.3%
Venezuelan	$36,000	$50,000	72.0%	69.2%	63.4%	41.6%
Other South American	$31,069	$40,586	76.6%	59.7%	63.3%	32.7%
Other Hispanic	$32,000	$38,049	84.1%	61.5%	57.6%	31.1%
Asian/Pacific Islander						
East Asia						
Chinese	$50,747	$60,879	83.4%	97.6%	57.9%	52.9%
Hmong	$30,000	$31,454	95.4%	57.7%	63.0%	24.6%
Japanese	$50,732	$65,952	76.9%	97.6%	48.5%	53.3%
Korean	$41,426	$51,782	80.0%	79.7%	52.5%	45.2%
South Central Asia						
Bangladeshi	$30,439	$39,147	77.8%	58.5%	44.3%	33.3%
Indian	$60,879	$81,172	75.0%	117.1%	56.3%	64.1%
Pakistani	$44,644	$51,782	86.2%	85.9%	41.8%	52.0%
Sri Lankan	$48,000	$53,854	89.1%	92.3%	63.3%	60.2%
South East Asia						
Cambodian	$31,069	$37,000	84.0%	59.7%	61.0%	22.3%
Filipino	$45,000	$46,604	96.6%	86.5%	68.2%	46.8%
Indonesian	$37,745	$41,426	91.1%	72.6%	59.2%	40.1%
Laotian	$32,000	$36,248	88.3%	61.5%	64.8%	22.8%
Thai	$35,000	$41,426	84.5%	67.3%	60.1%	35.2%
Vietnamese	$32,000	$41,426	77.2%	61.5%	62.2%	28.8%

Table B2.4.

Women's Employment and Earnings by Detailed Racial and Ethnic Groups, United States, 2013 (cont.)

	Median Annual Earnings for Women and Men Employed Full-Time, Year-Round		Ratio of Women's Earnings to Men's of the Same Racial/ Ethnic Group	Ratio of Women's Earnings to White Men's Earnings	Percent of Women in the Labor Force	Percent of All Employed Women in Managerial or Professional Occupations
	Women	Men	Percent	Percent	Percent	Percent
Other Asian	$32,000	$35,716	89.6%	61.5%	56.0%	31.8%
Pacific Islander						
Guamanian/Chamorro	$37,283	$40,586	91.9%	71.7%	63.8%	30.5%
Hawaiian	$35,000	$41,426	84.5%	67.3%	64.4%	31.2%
Samoan	$31,069	$40,500	76.7%	59.7%	62.0%	21.3%
Other Pacific Islander	$31,069	$35,513	87.5%	59.7%	61.7%	21.8%
Two or More Asian/Pacific Islander Races	$42,615	$51,782	82.3%	82.0%	63.7%	45.1%
Native American						
Alaska Native	$36,248	$43,700	82.9%	69.7%	56.6%	26.5%
Apache	$28,500	$31,000	91.9%	54.8%	57.9%	27.6%
Cherokee	$32,469	$41,426	78.4%	62.4%	53.9%	35.6%
Chickasaw	$42,000	$48,000	87.5%	80.8%	55.1%	42.9%
Chippewa	$31,454	$40,000	78.6%	60.5%	59.4%	32.6%
Choctaw	$33,000	$40,000	82.5%	63.5%	58.3%	39.3%
Creek	$34,000	$34,498	98.6%	65.4%	58.9%	34.2%
Iroquois	$34,280	$40,586	84.5%	65.9%	56.5%	36.6%
Lumbee	$28,791	$36,000	80.0%	55.4%	55.2%	31.3%
Navajo	$28,998	$32,000	90.6%	55.8%	52.2%	30.4%
Pueblo	$30,439	$30,439	100.0%	58.5%	59.0%	33.0%
Sioux	$28,410	$31,069	91.4%	54.6%	54.4%	29.6%
Other American Indian Tribe	$32,469	$37,283	87.1%	62.4%	54.1%	32.2%
Two or More American Indian and/or Alaska Native Tribes	$34,000	$38,049	89.4%	65.4%	54.8%	33.3%

Notes: Data are three-year (2011–2013) averages. Aged 16 and older. Racial groups are non-Hispanic. Hispanics may be of any race or two or more races.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.5.

Median Annual Earnings and the Gender Earnings Ratio for Women and Men with a Bachelor's Degree or Higher (Full-Time, Year-Round Workers Aged 25 and Older) by State, 2013

	Women's Earnings		Men's Earnings		Earnings Ratio	
State	Dollars	Rank	Dollars	Rank	Percent	Rank
Alabama	$49,000	34	$70,000	24	70.0%	39
Alaska	$56,000	14	$78,000	13	71.8%	34
Arizona	$50,000	27	$75,000	15	66.7%	47
Arkansas	$48,000	37	$65,000	34	73.8%	21
California	$65,000	4	$90,000	3	72.2%	32
Colorado	$53,000	18	$76,000	14	69.7%	41
Connecticut	$65,000	4	$93,000	2	69.9%	40
Delaware	$58,000	12	$72,000	20	80.6%	8
District of Columbia	$74,000	1	$86,000	7	86.0%	1
Florida	$48,000	37	$65,000	34	73.8%	21
Georgia	$52,000	21	$72,000	20	72.2%	32
Hawaii	$50,000	27	$67,000	31	74.6%	19
Idaho	$45,000	46	$62,000	45	72.6%	29
Illinois	$59,000	11	$80,000	9	73.8%	24
Indiana	$49,300	33	$70,000	24	70.4%	38
Iowa	$50,000	27	$65,000	34	76.9%	12
Kansas	$47,000	42	$65,000	34	72.3%	30
Kentucky	$50,000	27	$65,000	34	76.9%	12
Louisiana	$48,000	37	$70,000	24	68.6%	43
Maine	$50,000	27	$60,000	47	83.3%	4
Maryland	$67,500	2	$90,000	3	75.0%	16
Massachusetts	$64,000	7	$88,000	6	72.7%	28
Michigan	$56,000	14	$75,000	15	74.7%	17
Minnesota	$56,000	14	$75,000	15	74.7%	17
Mississippi	$43,000	49	$60,000	47	71.7%	35
Missouri	$49,000	34	$65,000	34	75.4%	15
Montana	$45,000	46	$59,300	49	75.9%	14
Nebraska	$48,500	36	$65,000	34	74.6%	20
Nevada	$53,000	18	$65,000	34	81.5%	6
New Hampshire	$52,000	21	$80,000	9	65.0%	50
New Jersey	$67,000	3	$95,000	1	70.5%	37
New Mexico	$51,000	26	$66,000	32	77.3%	11
New York	$65,000	4	$80,000	9	81.3%	7
North Carolina	$50,000	27	$70,000	24	71.4%	36
North Dakota	$47,000	42	$55,000	50	85.5%	2
Ohio	$53,000	18	$72,000	20	73.6%	25
Oklahoma	$42,000	50	$62,000	45	67.7%	44
Oregon	$58,000	12	$70,000	24	82.9%	5
Pennsylvania	$55,000	17	$75,000	15	73.3%	26
Rhode Island	$62,000	8	$73,000	19	84.9%	3
South Carolina	$45,000	46	$68,000	29	66.2%	49
South Dakota	$38,000	51	$55,000	50	69.1%	42
Tennessee	$47,000	42	$65,000	34	72.3%	30
Texas	$52,000	21	$80,000	9	65.0%	50
Utah	$48,000	37	$71,000	23	67.6%	46
Vermont	$48,000	37	$65,000	34	73.8%	21
Virginia	$60,000	9	$90,000	3	66.7%	47
Washington	$60,000	9	$82,000	8	73.2%	27
West Virginia	$46,000	45	$68,000	29	67.6%	45
Wisconsin	$52,000	21	$66,000	32	78.8%	10
Wyoming	$52,000	21	$65,000	34	80.0%	9
United States	$55,000		$76,000		72.4%	

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.6.

Gender Inequality at the Top and Bottom of the Labor Market: Quartile Distributions by Gender and State, 2013

	Percent of Women in the Bottom Earnings Quartile		Percent of Men in the Bottom Earnings Quartile		Percent of Women in the Top Earnings Quartile		Percent of Men in the Top Earnings Quartile	
State	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	31.5%	37	19.6%	22	15.9%	41	33.1%	13
Alaska	24.0%	2	25.7%	51	14.3%	48	32.7%	15
Arizona	28.4%	14	22.3%	45	17.7%	22	30.7%	41
Arkansas	31.1%	36	20.0%	27	18.0%	18	31.0%	35
California	26.7%	5	23.4%	50	19.4%	7	29.0%	50
Colorado	29.3%	24	20.8%	35	17.5%	24	31.4%	31
Connecticut	30.5%	32	20.7%	33	16.8%	33	32.1%	22
Delaware	28.5%	17	19.1%	14	20.0%	5	29.5%	49
Dist.of Columbia	21.7%	1	22.8%	48	21.5%	1	32.0%	23
Florida	26.3%	4	21.1%	39	18.5%	16	30.6%	42
Georgia	29.0%	22	20.0%	27	18.3%	17	30.4%	45
Hawaii	29.6%	26	21.6%	42	17.5%	24	30.6%	42
Idaho	31.8%	41	18.0%	4	16.3%	38	30.8%	40
Illinois	30.0%	28	20.6%	32	17.0%	31	31.1%	33
Indiana	31.0%	34	19.4%	18	16.5%	35	34.5%	5
Iowa	32.8%	44	19.1%	14	16.5%	35	32.0%	23
Kansas	30.4%	31	21.1%	39	18.9%	13	33.5%	11
Kentucky	31.6%	38	19.0%	10	16.3%	38	31.7%	27
Louisiana	34.6%	51	17.6%	3	15.5%	43	38.0%	1
Maine	30.6%	33	20.3%	30	19.0%	12	31.5%	29
Maryland	28.1%	12	22.0%	44	19.2%	10	30.2%	46
Massachusetts	28.5%	17	20.4%	31	17.4%	26	31.2%	32
Michigan	30.2%	29	19.9%	24	16.7%	34	31.5%	29
Minnesota	27.5%	8	17.1%	1	19.2%	10	32.5%	16
Mississippi	31.6%	38	19.5%	20	16.2%	40	32.3%	19
Missouri	27.8%	11	19.1%	14	17.8%	21	32.2%	21
Montana	31.8%	41	19.9%	24	14.8%	47	32.5%	16
Nebraska	33.2%	45	18.9%	9	15.6%	42	33.7%	9
Nevada	27.3%	7	22.6%	47	20.5%	2	33.2%	12
New Hampshire	33.2%	45	19.3%	17	16.4%	37	31.1%	33
New Jersey	28.7%	20	21.0%	38	17.0%	31	31.0%	35
New Mexico	28.4%	14	21.5%	41	19.3%	8	33.8%	8
New York	26.8%	6	23.3%	49	20.5%	2	28.8%	51
North Carolina	28.4%	14	20.0%	27	18.6%	15	31.7%	27
North Dakota	33.6%	48	19.0%	10	14.9%	46	34.9%	3
Ohio	31.0%	34	19.6%	22	17.1%	29	31.0%	35
Oklahoma	28.5%	17	19.0%	10	15.0%	45	32.5%	16
Oregon	28.1%	12	21.7%	43	18.9%	13	29.6%	48
Pennsylvania	32.1%	43	19.5%	20	17.9%	20	30.9%	38
Rhode Island	25.1%	3	19.0%	10	20.4%	4	30.1%	47
South Carolina	28.8%	21	19.4%	18	17.3%	27	32.3%	19
South Dakota	29.5%	25	18.2%	6	15.1%	44	34.7%	4
Tennessee	29.0%	22	20.8%	35	17.2%	28	31.9%	25
Texas	29.9%	27	20.9%	37	17.6%	23	31.9%	25
Utah	33.7%	49	18.8%	8	12.5%	50	34.1%	7
Vermont	27.7%	10	22.5%	46	19.7%	6	32.8%	14
Virginia	30.3%	30	20.7%	33	18.0%	18	30.9%	38
Washington	27.6%	9	18.0%	4	17.1%	29	30.5%	44
West Virginia	34.5%	50	18.2%	6	13.4%	49	33.7%	9
Wisconsin	31.6%	38	19.9%	24	19.3%	8	34.2%	6
Wyoming	33.2%	45	17.4%	2	10.4%	51	35.4%	2

Notes: Full-time, year-round workers aged 16 and older. Top and bottom earnings quartiles are calculated for all workers residing in each state. The shares of working women and men in the top and bottom quartiles of each state are then calculated.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.7.
State-by-State Data on Women and Unions

State	Share of Women Workers Who Are Union Members or Covered by a Union Contract[a]	Share of Union Workers Who Are Women[a]	Median Weekly Earnings for Full-Time Wage and Salary Women Workers[a]		Union Wage Advantage[a]	Union Wage Advantage[a]	Right-to-Work[b]
	Percent	Percent	Union	Nonunion	Dollars	Percent	
Alabama	10.7%	46.6%	$825	$618	$207	33.5%	Yes
Alaska	23.5%	46.2%	$935	$728	$207	28.4%	No
Arizona	5.6%	40.0%	$867	$691	$176	25.5%	Yes
Arkansas	3.9%	40.6%	$816	$603	$213	35.3%	Yes
California	19.1%	49.7%	$991	$747	$244	32.7%	No
Colorado	9.4%	46.8%	$865	$773	$92	11.9%	No
Connecticut	16.4%	52.7%	$1,119	$844	$275	32.6%	No
Delaware	10.3%	45.8%	$960	$737	$223	30.3%	No
District of Columbia	10.7%	52.7%	$1,124	$1,076	$48	4.5%	No
Florida	7.0%	48.3%	$830	$688	$142	20.6%	Yes
Georgia	4.6%	42.3%	$878	$674	$204	30.3%	Yes
Hawaii	21.1%	44.3%	$795	$694	$101	14.6%	No
Idaho	5.4%	40.6%	$818	$633	$185	29.2%	Yes
Illinois	14.7%	43.9%	$848	$726	$122	16.8%	No
Indiana	7.6%	32.8%	$881	$634	$247	39.0%	Yes
Iowa	11.2%	43.9%	$856	$655	$201	30.7%	Yes
Kansas	7.7%	41.4%	$853	$651	$202	31.0%	Yes
Kentucky	9.9%	41.2%	$744	$610	$134	22.0%	No
Louisiana	5.1%	39.4%	$851	$599	$252	42.1%	Yes
Maine	12.7%	48.9%	$826	$648	$178	27.5%	No
Maryland	12.7%	48.9%	$1,071	$837	$234	28.0%	No
Massachusetts	16.3%	54.1%	$1,060	$849	$211	24.9%	No
Michigan	16.7%	47.8%	$910	$691	$219	31.7%	Yes
Minnesota	15.2%	49.1%	$958	$769	$189	24.6%	No
Mississippi	4.4%	41.9%	$753	$599	$154	25.7%	Yes
Missouri	6.9%	32.3%	$855	$668	$187	28.0%	No
Montana	13.8%	46.4%	$704	$579	$125	21.6%	No
Nebraska	8.8%	47.6%	$879	$652	$227	34.8%	Yes
Nevada	15.9%	44.6%	$757	$632	$125	19.8%	Yes
New Hampshire	12.1%	51.7%	$985	$771	$214	27.8%	No
New Jersey	15.9%	45.9%	$1,006	$797	$209	26.2%	No
New Mexico	7.8%	45.8%	$836	$651	$185	28.4%	No
New York	25.7%	49.1%	$942	$751	$191	25.4%	No
North Carolina	3.8%	45.9%	$787	$657	$130	19.8%	Yes
North Dakota	7.6%	45.9%	$881	$665	$216	32.5%	Yes
Ohio	11.9%	42.0%	$842	$667	$175	26.2%	No
Oklahoma	7.7%	42.8%	$722	$616	$106	17.2%	Yes
Oregon	17.6%	51.6%	$874	$716	$158	22.1%	No
Pennsylvania	12.1%	41.0%	$832	$690	$142	20.6%	No
Rhode Island	17.5%	51.0%	$1,015	$724	$291	40.2%	No
South Carolina	4.1%	46.3%	$896	$613	$283	46.2%	Yes
South Dakota	5.9%	46.8%	$746	$613	$133	21.7%	Yes
Tennessee	5.2%	40.6%	$800	$621	$179	28.8%	Yes
Texas	5.9%	42.5%	$896	$637	$259	40.7%	Yes
Utah	5.5%	41.7%	$819	$643	$176	27.4%	Yes
Vermont	14.9%	56.8%	$938	$704	$234	33.2%	No
Virginia	5.4%	44.3%	$1,099	$796	$303	38.1%	Yes
Washington	18.4%	44.3%	$945	$748	$197	26.3%	No
West Virginia	11.7%	41.9%	$782	$606	$176	29.0%	No
Wisconsin	10.9%	41.9%	$838	$697	$141	20.2%	Yes
Wyoming	5.5%	32.4%	$1,007	$658	$349	53.0%	Yes
United States	11.9%	46.0%	$911	$694	$217	31.3%	

Notes: Data on earnings, the share of women workers in unions, and the share of union workers who are women are for those aged 16 and older and are four-year (2011–2014) averages. Earnings are in 2014 dollars and are not controlled for age, level of education, or industry. U.S. earnings data are based on IWPR microdata analysis and differ slightly from the data presented in Table 2.3. Data on right-to-work states are as of March 2015.
Sources: [a]IWPR analysis of data from the Current Population Survey Outgoing Rotation Groups (CPS ORG); [b]National Conference of State Legislatures 2015.

Table B2.8.

Percent of Employed Women and Men Working Part-Time and Full-Time/Year-Round by State, 2013

	Part-Time				Full-Time, Year-Round			
	Women		Men		Women		Men	
State	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	26.3%	8	15.2%	19	65.6%	7	76.1%	17
Alaska	28.6%	23	12.5%	1	57.3%	46	69.1%	51
Arizona	28.9%	24	17.1%	39	62.6%	25	73.5%	38
Arkansas	24.9%	4	15.3%	22	66.6%	4	76.9%	12
California	31.6%	36	17.8%	46	59.3%	38	72.1%	45
Colorado	31.2%	35	15.6%	23	59.9%	35	73.5%	38
Connecticut	32.6%	39	16.4%	36	59.1%	40	73.7%	36
Delaware	28.3%	20	17.1%	39	64.3%	15	73.6%	37
District of Columbia	18.8%	1	13.3%	6	72.0%	1	78.1%	2
Florida	27.4%	16	18.1%	47	64.6%	14	73.2%	41
Georgia	26.3%	8	14.0%	9	65.2%	11	77.1%	9
Hawaii	27.5%	17	14.5%	12	65.4%	9	75.9%	18
Idaho	34.6%	47	15.7%	26	56.3%	48	74.1%	33
Illinois	30.2%	32	16.2%	34	61.4%	32	74.6%	31
Indiana	31.0%	34	15.6%	23	60.4%	34	75.2%	24
Iowa	29.9%	28	14.8%	15	62.7%	23	77.6%	5
Kansas	28.9%	24	14.5%	12	62.4%	26	77.3%	8
Kentucky	29.1%	26	15.7%	26	62.4%	26	75.4%	20
Louisiana	26.1%	7	13.5%	7	66.0%	5	77.0%	11
Maine	33.4%	40	17.5%	43	58.2%	42	70.9%	49
Maryland	24.3%	2	14.9%	17	68.1%	2	77.1%	9
Massachusetts	34.3%	46	17.0%	38	58.1%	43	74.0%	34
Michigan	34.1%	45	17.3%	41	57.7%	45	72.4%	43
Minnesota	33.5%	41	17.5%	43	58.9%	41	73.5%	38
Mississippi	26.0%	6	14.5%	12	65.4%	9	76.6%	13
Missouri	28.5%	22	16.0%	30	63.7%	19	74.6%	31
Montana	33.7%	44	17.5%	43	57.8%	44	71.5%	46
Nebraska	30.0%	30	14.8%	15	62.8%	22	77.9%	3
Nevada	27.1%	14	18.1%	47	64.3%	15	71.4%	48
New Hampshire	35.1%	48	16.0%	30	56.6%	47	75.3%	22
New Jersey	28.4%	21	14.0%	9	62.1%	28	76.5%	14
New Mexico	29.9%	28	19.1%	51	61.9%	29	72.7%	42
New York	27.7%	18	15.6%	23	63.8%	18	74.8%	29
North Carolina	27.3%	15	15.9%	29	63.3%	21	75.3%	22
North Dakota	29.2%	27	13.2%	3	62.7%	23	77.7%	4
Ohio	32.2%	37	16.0%	30	60.8%	33	75.4%	20
Oklahoma	24.5%	3	13.1%	2	67.1%	3	78.3%	1
Oregon	37.1%	50	18.3%	49	54.2%	50	70.7%	50
Pennsylvania	30.7%	33	14.9%	17	61.8%	30	75.6%	19
Rhode Island	36.5%	49	18.3%	49	54.9%	49	72.2%	44
South Carolina	28.1%	19	16.0%	30	63.4%	20	74.9%	28
South Dakota	30.1%	31	15.8%	28	61.8%	30	76.4%	15
Tennessee	26.6%	11	15.2%	19	65.5%	8	75.2%	24
Texas	25.4%	5	13.2%	3	65.7%	6	77.4%	7
Utah	40.2%	51	17.3%	41	52.5%	51	74.0%	34
Vermont	33.6%	43	16.9%	37	59.3%	38	71.5%	46
Virginia	26.4%	10	14.4%	11	64.8%	12	77.6%	5
Washington	32.2%	37	15.2%	19	59.4%	37	74.8%	29
West Virginia	27.0%	13	13.9%	8	64.8%	12	76.4%	15
Wisconsin	33.5%	41	16.2%	34	59.6%	36	75.0%	27
Wyoming	26.6%	11	13.2%	3	64.1%	17	75.2%	24
United States	29.4%		15.8%		62.2%		74.8%	

Notes: Aged 16 and older. Part-time includes those who usually work fewer than 35 hours per week. Part-time workers may work either part-year or full-year. Full-time, year-round includes those who work at least 35 hours per week, for at least 50 weeks per year. Percentages of part-time and full-time, year-round workers do not sum to 100 because those who work full-time but less than year-round are not included.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.9.

Distribution of Women Across Industries by State, 2013

	Agriculture, Forestry, and Fisheries		Mining and Construction		Manufacturing		Transportation, Communications, and Utilities		Wholesale and Retail Trade		Finance, Insurance, and Real Estate		Health Care, Education, Leisure, and Other Services		Government		Total Number of Women Workers
State	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Number
Alabama	0.6%	45	1.5%	13	8.5%	9	2.5%	31	21.8%	13	6.7%	31	39.2%	43	19.2%	16	945,591
Alaska	1.8%	8	3.0%	1	1.8%	50	3.7%	5	20.1%	31	4.0%	51	41.1%	32	24.5%	3	172,109
Arizona	1.1%	19	1.9%	9	4.6%	37	3.2%	11	21.1%	22	8.6%	6	42.4%	26	17.1%	28	1,306,043
Arkansas	1.1%	19	1.5%	13	8.9%	6	3.0%	18	23.1%	5	5.4%	47	37.4%	48	19.7%	13	590,913
California	1.6%	12	1.2%	22	6.8%	26	3.1%	15	20.8%	25	7.0%	28	42.6%	23	16.8%	30	7,888,723
Colorado	1.2%	18	2.1%	8	4.5%	38	3.7%	5	21.4%	18	7.6%	17	42.9%	22	16.6%	32	1,216,775
Connecticut	0.8%	32	0.9%	41	7.4%	19	2.5%	31	18.0%	47	8.2%	8	46.1%	8	16.1%	36	866,322
Delaware	0.6%	45	1.0%	34	5.2%	33	2.5%	31	18.9%	42	11.5%	1	44.2%	16	16.1%	36	209,879
District of Columbia	0.4%	51	0.7%	50	2.3%	48	2.4%	38	10.4%	51	4.6%	50	56.3%	1	22.9%	6	169,417
Florida	1.0%	23	1.4%	17	3.4%	42	3.5%	7	23.4%	3	8.3%	7	44.5%	14	14.4%	42	4,069,382
Georgia	0.9%	28	1.2%	22	7.1%	23	4.3%	1	22.4%	7	7.2%	24	38.3%	45	18.7%	19	2,101,808
Hawaii	1.3%	16	1.1%	29	1.3%	51	4.1%	2	24.6%	1	7.3%	21	37.8%	46	22.6%	8	318,075
Idaho	2.3%	4	1.5%	13	6.5%	29	2.4%	38	22.8%	6	7.3%	21	38.8%	44	18.5%	21	322,137
Illinois	0.7%	36	0.9%	41	8.2%	12	3.4%	8	19.8%	36	7.8%	14	44.4%	15	14.8%	40	2,932,707
Indiana	0.8%	32	1.2%	22	11.4%	1	2.9%	21	21.3%	19	6.1%	44	42.2%	28	14.1%	46	1,438,477
Iowa	1.8%	8	1.0%	34	10.4%	3	2.1%	49	19.5%	38	8.9%	5	39.6%	39	16.5%	33	749,721
Kansas	1.4%	14	1.0%	34	7.8%	15	3.1%	15	18.8%	44	7.5%	19	41.4%	29	19.0%	17	657,755
Kentucky	1.0%	23	1.1%	29	7.8%	15	3.2%	11	21.6%	14	6.2%	43	40.6%	37	18.5%	21	896,867
Louisiana	0.7%	36	2.6%	5	3.3%	43	2.4%	38	21.5%	16	6.5%	38	43.4%	19	19.6%	14	960,956
Maine	1.4%	14	1.1%	29	5.0%	35	2.6%	27	19.6%	37	7.5%	19	46.1%	8	16.7%	31	323,120
Maryland	0.7%	36	1.5%	13	2.7%	46	2.5%	31	16.1%	50	6.6%	34	45.4%	10	24.4%	4	1,497,358
Massachusetts	0.7%	36	0.9%	41	6.2%	30	2.4%	38	18.2%	46	7.6%	17	50.3%	2	13.7%	48	1,679,427
Michigan	1.0%	23	0.8%	48	10.1%	4	2.4%	38	21.6%	14	6.6%	34	44.1%	17	13.5%	49	2,129,346
Minnesota	1.1%	19	1.0%	34	8.7%	7	2.7%	23	19.2%	39	8.0%	11	45.4%	10	13.8%	47	1,372,947
Mississippi	0.8%	32	0.9%	41	8.4%	11	2.6%	27	22.1%	10	5.8%	45	37.8%	46	21.5%	10	593,868
Missouri	0.9%	28	1.2%	22	6.8%	26	3.2%	11	21.5%	16	8.2%	8	43.6%	18	14.6%	41	1,373,940
Montana	2.4%	3	2.4%	7	3.1%	44	2.2%	47	20.9%	24	6.8%	30	40.2%	38	22.0%	9	227,763
Nebraska	1.8%	8	1.1%	29	7.2%	20	2.7%	23	19.9%	34	9.6%	4	42.5%	24	15.2%	39	462,687
Nevada	0.6%	45	1.6%	11	2.6%	47	4.0%	3	22.3%	8	6.3%	40	48.3%	4	14.3%	43	585,962
New Hampshire	1.1%	19	1.1%	29	7.9%	14	2.7%	23	19.9%	34	6.4%	39	44.8%	12	16.1%	36	332,378
New Jersey	0.5%	49	1.0%	34	7.1%	23	3.4%	8	18.9%	42	8.1%	10	44.6%	13	16.5%	33	2,021,738
New Mexico	0.7%	36	1.7%	10	3.1%	44	2.9%	21	20.1%	31	5.8%	45	39.6%	39	26.2%	2	407,579
New York	0.7%	36	0.9%	41	4.9%	36	3.0%	18	17.6%	48	7.3%	21	48.1%	5	17.5%	26	4,485,004
North Carolina	1.0%	23	1.0%	34	8.7%	7	2.5%	31	21.2%	20	6.6%	34	40.8%	36	18.2%	24	2,134,010
North Dakota	1.9%	6	2.7%	4	4.2%	39	2.6%	27	18.3%	45	10.0%	3	40.9%	34	19.4%	15	181,428
Ohio	0.9%	28	1.2%	22	9.0%	5	2.3%	44	22.1%	10	7.0%	28	43.2%	20	14.3%	43	2,613,044
Oklahoma	1.3%	16	2.8%	3	5.3%	32	2.4%	38	21.1%	22	7.7%	16	39.6%	39	19.9%	12	798,110
Oregon	1.9%	6	1.4%	17	6.8%	26	2.5%	31	23.3%	4	6.6%	34	41.2%	31	16.3%	35	851,844
Pennsylvania	0.9%	28	1.2%	22	7.2%	20	2.7%	23	20.5%	28	7.1%	26	48.5%	3	11.9%	51	2,901,743
Rhode Island	0.5%	49	0.8%	48	7.2%	20	2.3%	44	20.7%	26	7.9%	13	47.3%	6	13.4%	50	254,908
South Carolina	0.6%	45	0.9%	41	8.2%	12	3.1%	15	23.5%	2	7.1%	26	36.5%	50	20.1%	11	1,021,282
South Dakota	2.2%	5	1.2%	22	7.5%	18	2.3%	44	20.3%	29	10.4%	2	37.3%	49	18.7%	19	209,645
Tennessee	0.7%	36	1.0%	34	8.5%	9	4.0%	3	21.2%	20	6.7%	31	40.9%	34	17.0%	29	1,373,948
Texas	0.8%	32	2.5%	6	5.2%	33	3.3%	10	22.0%	12	8.0%	11	41.0%	33	17.3%	27	5,511,285
Utah	0.7%	36	1.4%	17	7.1%	23	3.2%	11	22.3%	8	7.2%	24	39.5%	42	18.5%	21	579,764
Vermont	2.6%	2	0.6%	51	7.7%	17	1.4%	51	16.9%	49	6.3%	40	47.0%	7	17.6%	25	158,694
Virginia	1.0%	23	1.3%	20	4.1%	40	2.5%	31	19.2%	39	6.7%	31	42.5%	24	22.7%	7	1,939,436
Washington	1.7%	11	1.3%	20	5.9%	31	3.0%	18	20.7%	26	6.3%	40	42.3%	27	18.9%	18	1,519,813
West Virginia	0.7%	36	1.6%	11	4.1%	40	2.1%	49	20.3%	29	4.9%	49	43.1%	21	23.1%	5	350,324
Wisconsin	1.6%	12	0.9%	41	11.4%	1	2.6%	27	20.1%	31	7.8%	14	41.4%	29	14.3%	43	1,391,839
Wyoming	3.5%	1	3.0%	1	2.0%	49	2.2%	47	19.1%	41	5.2%	48	35.7%	51	29.2%	1	134,907
United States	1.0%		1.3%		6.6%		3.0%		20.7%		7.3%		43.2%		16.9%		69,232,798

Notes: For employed women aged 16 and older. All public sector workers are included in government; other sectors are private sector only. IWPR data on the distribution of employed men across industries by state can be found at www.statusofwomendata.org.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.10.

Distribution of Women Across Broad Occupational Groups by State, 2013

	Management, Business, and Financial		Professional and Related		Service		Sales and Related		Office and Administrative Support		Natural Resources, Construction, and Maintenance		Production, Transportation, and Material Moving		Total Number of Women Workers
State	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Number
Alabama	12.0%	40	26.5%	23	20.5%	39	12.2%	9	20.0%	35	1.2%	9	7.6%	7	945,511
Alaska	14.1%	12	27.9%	13	20.5%	39	11.0%	22	21.1%	19	1.7%	1	3.6%	47	171,832
Arizona	13.5%	18	24.5%	43	22.8%	11	12.5%	5	21.1%	19	1.2%	9	4.5%	37	1,304,785
Arkansas	10.5%	49	26.6%	21	20.7%	38	11.6%	12	22.0%	7	0.9%	21	7.6%	7	590,749
California	14.8%	10	24.9%	39	22.3%	20	11.7%	11	19.4%	41	1.4%	8	5.5%	26	7,882,803
Colorado	16.0%	6	26.7%	20	21.6%	29	11.4%	17	19.4%	41	1.1%	11	3.8%	44	1,214,440
Connecticut	14.6%	11	29.3%	5	21.7%	27	11.0%	22	18.1%	49	0.6%	41	4.7%	31	865,543
Delaware	16.2%	5	26.9%	18	21.1%	35	10.0%	42	21.3%	17	0.4%	48	4.1%	41	209,562
District of Columbia	26.3%	1	35.7%	1	16.2%	51	5.8%	51	14.3%	51	0.4%	48	1.3%	51	169,254
Florida	12.7%	30	24.2%	46	22.7%	14	13.9%	3	21.6%	12	0.8%	25	4.0%	43	4,064,415
Georgia	14.0%	14	25.5%	33	20.2%	44	12.4%	7	19.9%	36	0.9%	21	7.1%	13	2,099,629
Hawaii	13.3%	21	23.8%	47	22.7%	14	15.5%	1	20.7%	26	0.7%	28	3.2%	49	316,755
Idaho	10.4%	50	23.3%	49	22.8%	11	10.4%	35	25.1%	2	1.6%	2	6.4%	16	321,594
Illinois	14.1%	12	25.9%	28	21.0%	36	10.9%	26	20.7%	26	0.5%	46	6.7%	14	2,929,879
Indiana	11.7%	43	24.8%	42	21.4%	31	10.5%	34	20.8%	25	0.7%	28	10.2%	1	1,438,314
Iowa	13.1%	27	24.9%	39	22.0%	23	10.4%	35	21.4%	14	0.7%	28	7.5%	10	749,721
Kansas	13.6%	17	28.0%	12	20.0%	45	10.2%	41	21.4%	14	1.1%	11	5.7%	22	657,533
Kentucky	10.6%	48	27.1%	16	21.7%	27	11.0%	22	21.2%	18	0.9%	21	7.6%	7	896,289
Louisiana	10.9%	47	26.2%	26	24.8%	6	12.0%	10	21.8%	10	1.0%	18	3.3%	48	959,691
Maine	12.9%	28	26.8%	19	22.5%	16	10.0%	42	21.7%	11	0.9%	21	5.2%	28	323,067
Maryland	17.9%	2	30.0%	4	19.7%	47	9.3%	47	19.5%	40	0.6%	41	3.1%	50	1,494,760
Massachusetts	16.5%	3	31.0%	2	19.8%	46	9.7%	45	18.1%	49	0.5%	46	4.3%	40	1,678,738
Michigan	12.3%	38	24.4%	44	22.8%	11	11.5%	14	20.6%	29	0.7%	28	7.8%	4	2,129,043
Minnesota	14.9%	8	26.5%	23	21.4%	31	10.7%	31	19.9%	36	0.7%	28	5.9%	20	1,372,947
Mississippi	11.0%	45	25.0%	37	23.2%	9	13.0%	4	19.0%	45	1.0%	18	7.8%	4	593,145
Missouri	12.5%	34	25.8%	31	21.9%	25	11.0%	22	21.9%	9	0.6%	41	6.2%	18	1,373,120
Montana	12.6%	32	23.7%	48	25.2%	2	9.3%	47	23.0%	4	1.5%	4	4.6%	34	227,253
Nebraska	13.5%	18	25.3%	36	21.6%	29	10.0%	42	22.0%	7	1.1%	11	6.6%	15	462,498
Nevada	11.4%	44	19.6%	51	28.8%	1	14.1%	2	20.7%	26	0.7%	28	4.7%	31	585,551
New Hampshire	13.3%	21	30.9%	3	18.7%	50	10.9%	26	20.5%	31	1.1%	11	4.6%	34	332,378
New Jersey	15.0%	7	28.2%	9	19.6%	48	11.1%	20	20.3%	33	0.3%	50	5.5%	26	2,021,165
New Mexico	12.4%	37	26.6%	21	24.9%	5	10.4%	35	20.1%	34	1.1%	11	4.5%	37	406,972
New York	13.5%	18	29.2%	6	22.9%	10	10.4%	35	19.2%	44	0.6%	41	4.1%	41	4,483,238
North Carolina	13.2%	26	27.2%	15	21.3%	34	11.5%	14	18.5%	47	0.7%	28	7.5%	10	2,129,216
North Dakota	11.9%	41	26.5%	23	24.7%	7	9.6%	46	22.9%	5	0.6%	41	3.8%	44	181,214
Ohio	12.5%	34	25.9%	28	22.4%	18	10.6%	32	20.5%	31	0.7%	28	7.4%	12	2,612,660
Oklahoma	12.7%	30	26.2%	26	21.0%	36	11.3%	18	22.4%	6	1.5%	4	4.9%	30	796,931
Oregon	13.3%	21	25.5%	33	23.4%	8	10.8%	29	19.7%	39	1.5%	4	5.7%	22	851,606
Pennsylvania	12.8%	29	27.8%	14	21.4%	31	10.9%	26	21.0%	22	0.7%	28	5.6%	25	2,901,615
Rhode Island	11.9%	41	28.2%	9	22.0%	23	10.4%	35	21.1%	19	0.7%	28	5.7%	22	254,728
South Carolina	12.3%	38	24.3%	45	21.8%	26	12.5%	5	20.6%	29	0.8%	25	7.7%	6	1,017,597
South Dakota	11.0%	45	23.3%	49	22.1%	22	11.1%	20	25.2%	1	1.0%	18	6.2%	18	209,123
Tennessee	12.6%	32	25.6%	32	20.5%	39	11.5%	14	20.9%	23	0.7%	28	8.3%	2	1,373,338
Texas	13.9%	15	25.0%	37	22.4%	18	12.3%	8	20.9%	23	0.8%	25	4.7%	31	5,503,194
Utah	12.5%	34	25.5%	33	19.4%	49	11.6%	12	23.9%	3	0.7%	28	6.4%	16	579,634
Vermont	13.7%	16	28.9%	7	22.5%	16	8.7%	50	19.4%	41	1.1%	11	5.8%	21	158,688
Virginia	16.5%	3	28.9%	7	20.3%	43	10.8%	29	18.3%	48	0.7%	28	4.6%	34	1,931,057
Washington	14.9%	8	25.9%	28	22.2%	21	10.6%	32	19.9%	36	1.5%	4	5.2%	28	1,516,527
West Virginia	10.3%	51	27.1%	16	25.1%	3	11.2%	19	21.5%	13	0.3%	50	4.5%	37	350,297
Wisconsin	13.3%	21	24.9%	39	20.5%	39	10.4%	35	21.4%	14	1.1%	11	8.3%	2	1,391,839
Wyoming	13.3%	21	28.2%	9	25.1%	3	9.3%	47	18.7%	46	1.6%	2	3.8%	44	134,483
United States	13.7%		26.3%		21.8%		11.4%		20.3%		0.9%		5.7%		69,165,921

Notes: For employed women aged 16 and older. IWPR data on the distribution of employed men across broad occupational groups by state can be found at www.statusofwomendata.org.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).

Table B2.11.

Women and Men in Science, Technology, Engineering, and Mathematics (STEM) Occupations by State, 2013

	Percent of Employed Women in STEM Occupations		Percent of Employed Men in STEM Occupations		Women's Share of All STEM Workers	
State	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	4.0%	31	9.9%	24	26.5%	39
Alaska	4.0%	31	10.0%	23	25.2%	48
Arizona	4.8%	16	11.1%	15	27.1%	37
Arkansas	3.4%	45	7.1%	46	30.0%	17
California	5.3%	8	10.9%	16	28.9%	24
Colorado	6.1%	5	13.0%	7	28.9%	24
Connecticut	5.3%	8	11.6%	11	30.2%	15
Delaware	5.1%	12	11.8%	10	29.8%	19
District of Columbia	10.6%	1	13.8%	3	44.2%	1
Florida	3.5%	40	7.8%	42	28.7%	27
Georgia	4.2%	28	9.9%	24	27.8%	33
Hawaii	3.8%	35	7.4%	44	30.0%	17
Idaho	4.0%	31	9.2%	33	26.1%	42
Illinois	4.5%	21	10.7%	18	28.2%	30
Indiana	3.6%	39	9.3%	30	25.7%	44
Iowa	4.8%	16	9.3%	30	32.2%	8
Kansas	4.6%	20	9.9%	24	28.7%	27
Kentucky	3.3%	47	8.0%	40	27.0%	38
Louisiana	3.2%	49	7.5%	43	27.7%	36
Maine	3.8%	35	9.1%	34	29.2%	23
Maryland	7.5%	2	14.1%	2	34.4%	2
Massachusetts	7.0%	3	14.6%	1	31.9%	9
Michigan	4.3%	24	11.2%	14	26.5%	39
Minnesota	5.5%	6	12.3%	9	29.7%	20
Mississippi	3.1%	50	6.1%	50	32.9%	5
Missouri	4.4%	23	9.3%	30	30.9%	11
Montana	3.7%	38	7.1%	46	32.4%	6
Nebraska	3.5%	40	9.1%	34	25.9%	43
Nevada	3.4%	45	6.4%	48	31.0%	10
New Hampshire	4.5%	21	12.8%	8	24.6%	50
New Jersey	5.2%	10	11.6%	11	28.8%	26
New Mexico	4.1%	30	10.6%	19	25.4%	47
New York	4.3%	24	9.0%	36	30.8%	12
North Carolina	4.9%	15	10.3%	21	30.5%	13
North Dakota	4.2%	28	7.2%	45	32.4%	6
Ohio	4.3%	24	10.2%	22	28.6%	29
Oklahoma	3.5%	40	8.8%	37	25.1%	49
Oregon	5.0%	14	11.5%	13	28.2%	30
Pennsylvania	4.8%	16	10.4%	20	30.4%	14
Rhode Island	4.8%	16	10.9%	16	29.6%	21
South Carolina	3.5%	40	8.3%	38	28.2%	30
South Dakota	2.6%	51	6.3%	49	27.8%	33
Tennessee	3.8%	35	8.0%	40	30.1%	16
Texas	4.3%	24	9.9%	24	26.5%	39
Utah	5.2%	10	13.2%	5	23.5%	51
Vermont	5.1%	12	9.7%	28	33.6%	3
Virginia	6.2%	4	13.2%	5	29.6%	21
Washington	5.5%	6	13.7%	4	25.7%	44
West Virginia	3.3%	47	8.2%	39	25.5%	46
Wisconsin	3.9%	34	9.7%	28	27.8%	33
Wyoming	3.5%	40	6.0%	51	33.0%	4
United States	4.6%		10.3%		28.8%	

Notes: Aged 16 and older. This definition of STEM occupation follows the U.S. Bureau of Labor Statistics definition of STEM occupations, which includes the social sciences and managerial occupations in social science fields, but excludes support occupations, health occupations, and most technical and trade occupations that do not require a four-year degree.
Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0)

References

Carnevale, Anthony, Nicole Smith and Michelle Melton. 2011. *STEM*. Washington, DC: Georgetown University, Center on Education and the Workforce. <http://www.luminafoundation.org/files/resources/stem.pdf> (accessed December 5, 2014).

Center for Economic Policy Research. 2015. Current Population Survey Outgoing Rotation Groups (CPS ORG) Uniform Extracts, Version 2.0.1. Washington, DC.

Davis, Alyssa. 2014. "State Employment and Unemployment Data Shows Signs of Improvement, But We Have a Long Way to Go." Washington, DC: Economic Policy Institute. <http://www.epi.org/publication/state-employment-and-unemployment-data-show-signs-of-improvement-but-we-have-a-long-way-to-go/> (accessed December 31, 2014).

DeNavas-Walt, Carmen and Bernadette D. Proctor. 2014. U.S. Census Bureau, Current Population Reports, P60-249. Income and Poverty in the United States: 2013. Table A-4. U.S. Government Printing Office, Washington, DC. <http://www.census.gov/content/dam/Census/library/publications/2014/demo/p60-249.pdf> (accessed December 17, 2014).

Fullerton, Howard N. 1999. "Labor Force Participation: 75 Years of Change, 1950–98 and 1998–2025." Monthly Labor Review (December): 3–12. <http://www.bls.gov/mlr/1999/12/art1full.pdf> (accessed December 12, 2014).

Glamour Magazine. (March 2015). "America Explained." Rebecca Webber. <http://www.glamour.com/inspired/2015/02/best-and-worst-states-for-health-happiness-salary> (accessed February 13, 2015).

Hartmann, Heidi and Ashley English. 2010. "Women and Men's Employment and Unemployment in the Great Recession." Briefing Paper #C373. Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/women-and-men2019s-employment-and-unemployment-in-the-great-recession#sthash.QhMFs-vO9.dpuf> (accessed January 30, 2015).

Hartmann, Heidi, Elyse Shaw, and Rachel O'Connor. 2014. "Women and Men in the Recovery: Where the Jobs Are." Briefing Paper #C426. Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/women-and-men-in-the-recovery-where-the-jobs-are-women-recover-jobs-lost-in-recession-in-year-five> (accessed January 30, 2015).

Hegewisch, Ariane, Hannah Liepmann, Jeffrey Hayes, and Heidi Hartmann. 2010. "Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap." Briefing Paper #C377. Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/separate-and-not-equal-gender-segregation-in-the-labor-market-and-the-gender-wage-gap> (accessed December 3, 2014).

Hess, Cynthia and Jane Henrici. 2013. Increasing Pathways to Legal Status for Immigrant In-Home Care Workers. Report #I924.Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/increasing-pathways-to-legal-status-for-immigrant-in-home-care-workers> (accessed January 31, 2015).

Hess, Cynthia, Jane Henrici, and Claudia Williams. 2011. Organizations Working with Latina Immigrants: Resources and Strategies for Change. Report #I922. Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/organizations-working-with-latina-immigrants-resources-and-strategies-for-change> (accessed January 31, 2015).

Institute for Women's Policy Research. 2004. Status of Women in the States. Report #R266. Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/the-status-of-women-in-the-states> (accessed December 11, 2014).

Institute for Women's Policy Research. 2014a. "Women's Median Earnings as Percent of Men's Median Earnings (Full-Time, Year-Round Workers) with Projection for Pay Equity in 2058." Quick Figures #026. <http://www.iwpr.org/publications/pubs/women2019s-median-earnings-as-a-percent-of-men2019s-median-earnings-1960-2013-full-time-year-round-workers-with-projection-for-pay-equity-in-2058> (accessed January 22, 2015).

Institute for Women's Policy Research. 2014b. IWPR calculations based on Current Population Survey data from the Geographic Profile of Employment and Unemployment, 2013. Bulletin 2768. Table 23. Washington, DC: U.S. Department of Labor, Bureau of Labor Statistics. <http://www.bls.gov/opub/gp/pdf/gp13_23.pdf> (accessed November 19, 2014).

Institute for Women's Policy Research. 2015. IWPR analysis of data from the 2013 American Community Survey based on Ruggles et al., Integrated Public Use Microdata Series (Integrated Public Use Microdata Series, Version 5.0).
Institute for Women's Policy Research. N.d. "State Statutes That Address the Gender Wage Gap." IWPR unpublished compilation of state laws.

Jones, Janelle, John Schmitt, and Nicole Woo. 2014. Women, Working Families, and Unions. Washington, DC: Center for Economic and Policy Research. <http://www.cepr.net/documents/women-union-2014-06.pdf> (February 10, 2015).

King, Miriam, Steven Ruggles, J. Trent Alexander, Sarah Flood, Katie Genadek, Matthew B. Schroeder, Brandon Trampe, and Rebecca Vick. 2010. Integrated Public Use Microdata Series, Current Population Survey: Version 3.0. [Machine-readable database]. Minneapolis: University of Minnesota.

Kromer, Braedyn K. and David J. Howard. 2011. Comparison of ACS and CPS Data on Employment Status. Washington, DC: U.S. Census Bureau, Social, Economic, and Housing Statistics Division. <http://www.census.gov/hhes/www/laborfor/ACS-CPS_Comparison_Report.pdf> (accessed March 6, 2015).

Lambert, Susan, Peter J. Fugiel, and Julia R. Henly. 2014. Precarious Work Schedules among Early-Career Employees in the US: A National Snapshot. Research Brief issued by EINet (Employment Instability, Family Well-being, and Social Policy Network) at the University of Chicago < http://ssascholars.uchicago.edu/work-scheduling-study/files/lambert.fugiel.henly_.precarious_work_schedules.august2014.pdf > (accessed January 8, 2015).

Missouri Economic Research and Information Center. 2015. "Cost of Living Data Series: Third Quarter 2014." <http://www.missourieconomy.org/indicators/cost_of_living/index.stm> (accessed February 18, 2015).

National Conference of State Legislatures. 2015. "Right-to-Work Resources." <http://www.ncsl.org/research/labor-and-employment/right-to-work-laws-and-bills.aspx> (accessed April 17, 2015).

Reed, Matthew and Debbie Cochrane. 2014. Student Debt and the Class of 2013. Washington, DC: Institute for College Access and Success. <http://projectonstudentdebt.org/files/pub/classof2013.pdf> (accessed January 7, 2015).

Rothwell, Jonathan. 2013. The Hidden STEM Economy. Washington, DC: The Brookings Institute. <http://www.brookings.edu/research/reports/2013/06/10-stem-economy-rothwell> (accessed January 8, 2015).

Ruggles, Steven, J., Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. 2010. Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis, MN: University of Minnesota.

Shierholz, Heidi and Elise Gould. 2011. "The Compensation Penalty of 'Right-to-Work' Laws." Washington, D Economic Policy Institute. <http://www.epi.org/publication/bp299/> (accessed April 17, 2015).

Society for Human Resource Management. 2011. 2011 Employee Benefits: Examining Employee Benefits Amidst Uncertainty. <https://www.shrm.org/Research/SurveyFindings/Articles/Documents/2011_Emp_Benefits_Report.pdf> (accessed November 23, 2014).

U.S. Bureau of Labor Statistics. 2012. "STEM Definition Options: SOC Policy Committee Recommendation to OMB." <http://www.bls.gov/soc/Attachment_B_STEM.pdf> (accessed February 2, 2015).

U.S. Bureau of Labor Statistics. 2014a. Women in the Labor Force: A Databook (Report 1052). <http://www.bls.gov/opub/reports/cps/women-in-the-labor-force-a-databook-2014.pdf> (accessed December 6, 2014).

U.S. Bureau of Labor Statistics. 2014b. Household Data Annual Averages. Table 24. "Unemployed Persons by Marital Status, Race, Hispanic or Latino Ethnicity, Age, and Sex." <http://www.bls.gov/cps/aa2008/cpsaat24.pdf > (accessed January 2, 2015).

U.S. Bureau of Labor Statistics. 2014c. Annual Average. Table 5. "Employment Status of the Population by Sex, Marital Status, and Presence and Age of Own Children Under 18, 2012–2013." <http://www.bls.gov/news.release/famee.t05.htm> (accessed January 26, 2015).

U.S. Bureau of Labor Statistics. 2014d. "Persons with a Disability: Labor Force Characteristics Summary." Economic News Release (June 11, 2014). <http://www.bls.gov/news.release/disabl.nr0.htm> (accessed December 6, 2014).

U.S. Bureau of Labor Statistics. 2015a. Household Data Annual Averages. Table 5. "Employment Status of the Civilian Noninstitutional Population by Sex, Age, and Race." <http://www.bls.gov/cps/cpsaat03.htm> (accessed February 13, 2015).

U.S. Bureau of Labor Statistics. 2015b. Table 2. "Median Weekly Earnings of Full-Time Wage and Salary Workers by Union Affiliation and Selected Characteristics." <http://www.bls.gov/news.release/union2.t02.htm> (accessed February 1, 2015).

U.S. Bureau of Labor Statistics. 2015c. "Labor Force Statistics Including the National Unemployment Rate." <http://www.bls.gov/cps/#data> (accessed February 23, 2015).

U.S. Bureau of Labor Statistics. 2015d. "Employment Status of the Civilian Noninstitutional Population by Sex, Race, Hispanic or Latino Ethnicity, and Detailed Age, 2014 Annual Averages." <http://www.bls.gov/lau/ptable-14full2014.pdf> (accessed February 18, 2015).

U.S. Bureau of Labor Statistics. 2015e. "Unemployed Persons by Marital Status, Race, Hispanic or Latino Ethnicity, Age, and Sex." <http://www.bls.gov/cps/cpsaat24.htm> (accessed February 18, 2015).

U.S. Department of Commerce. Economics and Statistics Administration. 2011. STEM: Good Jobs Now and for the Future. <http://www.esa.doc.gov/reports/stem-good-jobs-now-and-future> (accessed January 20, 2015.

U.S. Department of Commerce. Bureau of the Census. 2015. 2011–2013 American Community Survey data accessed through American Fact Finder. Table S0201. Selected Population Profile in the United States. <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml> (accessed February 27, 2015).

U.S. Department of Commerce. Bureau of the Census. 2014. American Community Survey Design and Methodology, Chapter 7: Data Collection and Capture for Housing Units. Version 2.0. <http://www.census.gov/acs/www/Downloads/survey_methodology/acs_design_methodology_ch07_2014.pdf> (accessed March 5, 2015).

U.S. Department of Labor, Women's Bureau. 2014. "Pay Secrecy." <http://www.dol.gov/wb/media/pay_secrecy.pdf> (accessed January 20, 2015).

U.S. Department of Labor. Wage and Hour Division. 2015a. "Minimum Wage Laws in the States - January 1, 2015." <http://www.dol.gov/whd/minwage/america.htm#Consolidated> (accessed January 20, 2015).

U.S. Department of Labor. Wage and Hour Division. 2015b. "Minimum Wages for Tipped Employees." <http://www.dol.gov/whd/state/tipped.htm> (accessed January 20, 2015).

Van Giezen, Robert W. 2012. "Paid Leave in Private Industry Over the Past 20 Years." Washington, DC: U.S. Bureau of Labor Statistics. <http://www.bls.gov/opub/btn/volume-2/paid-leave-in-private-industry-over-the-past-20-years.htm> (accessed December 1, 2013).