

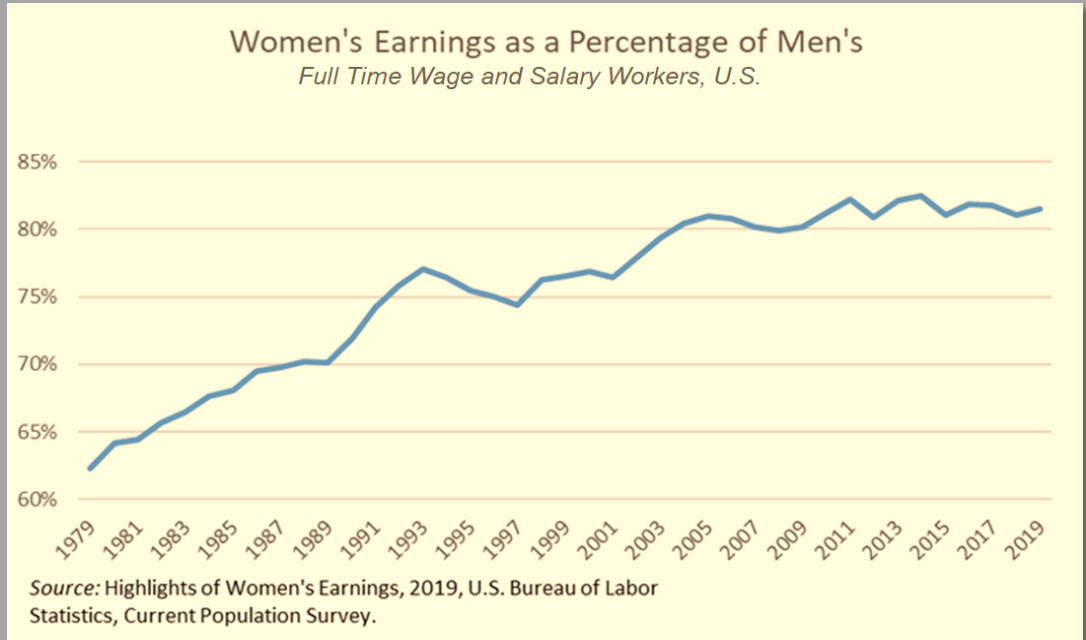
OREA EXPLAINS:

Gender Inequities in the Labor Market

MAY 2021

STATE & NATIONAL

In 2019, median earnings for women ages 16+ in New Jersey were nearly 29% lower than those of men –slightly larger than the national wage gap (26.5%). Among full-time, year-round workers, women’s earnings in NJ were 19.7% lower than those of men: \$53,810 versus \$67,007.¹



THE PERSISTENT GENDER WAGE GAP

Women’s penetration into traditionally male-dominated industries and occupations has narrowed the wage gap over time.

However, that progress has slowed over the past 15 years, and the gap still persists even when adjusting for factors such as educational attainment. Additionally, gender disparities are also seen when wages are broken down by age. The wage gap widens as women reach their 30s and start families. Even so, a wage gap exists even among younger and unmarried women.

Median Women’s Earnings as a Percentage of Men’s, By Selected Sector, U.S., 2019¹

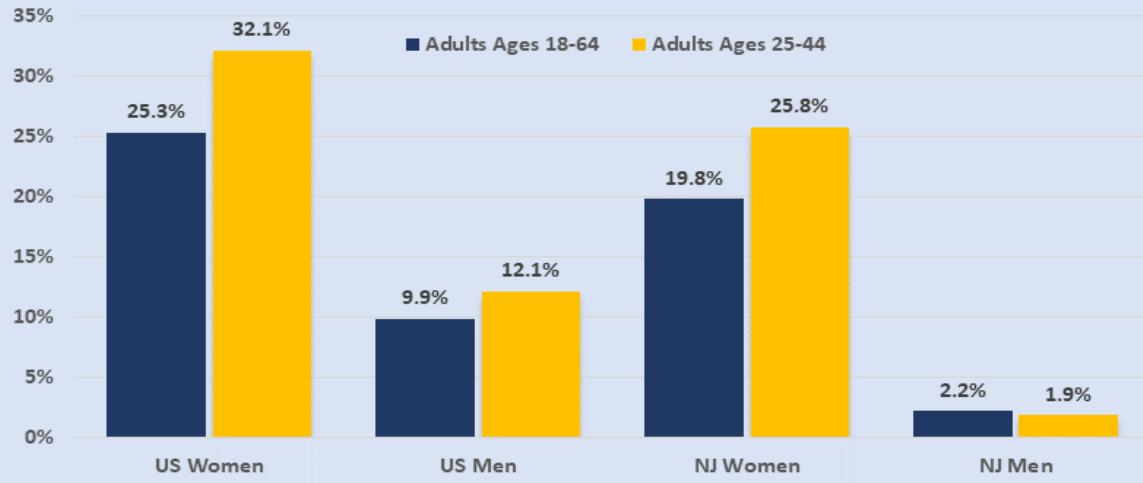
Category	Median earnings	As a percentage of men's earning	Women's share of industry employment
Civilian employed population 16 years and over with earnings	\$49,459	71.6%	47.8%
Finance and insurance	\$100,167	56.3%	44.1%
Professional, scientific, and technical services	\$81,655	61.2%	41.7%
Public administration	\$70,983	67.5%	41.5%
Educational services	\$52,985	87.1%	68.8%
Real estate and rental and leasing	\$50,449	77.6%	49.4%
Health care and social assistance	\$42,493	70.4%	76.9%
Administrative and support and waste management services	\$32,273	72.6%	41.3%
Other services, except public administration	\$30,682	61.1%	57.7%
Arts, entertainment, and recreation	\$25,227	68.6%	46.0%
Accommodation and food services	\$20,768	60.5%	51.0%

THE COVID IMPACT

Women at all seniority levels have left the workforce because of the COVID-19 pandemic, but a vacuum in leadership may be on the horizon. Women in senior leadership roles have been “1.5 times more likely than senior-level men to think about downshifting their careers or leaving the workforce because of Covid-19.”²

Percentage of Adults With Children Not Working Due to COVID-19 Related Child Care Issues

By Age Group and Gender, U.S. and N.J., July 2020

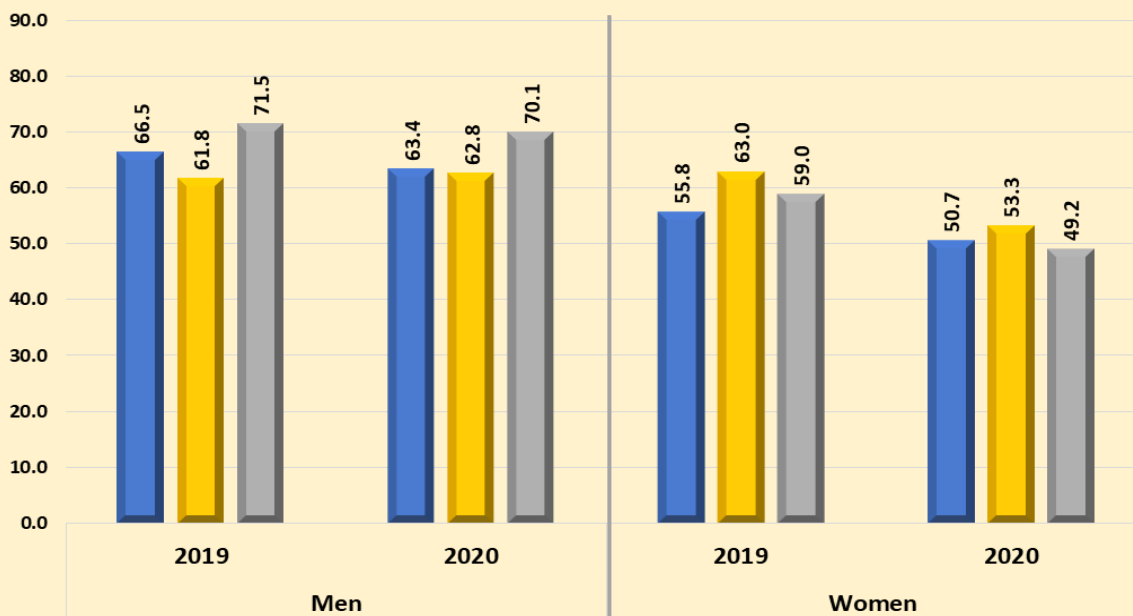


Note: The percentages reflect nonworking adults with children excluding those who are retired or not interested in working.

Source: U.S. Census Bureau, Household Pulse Survey (Week 12: July 16-July 21, 2020); graphic adapted from https://www.census.gov/library/stories/2020/08/parents-juggle-work-and-child-care-during-pandemic.html?utm_campaign=20200818msacos1ccstors&utm_medium=email&utm_source=govdelivery

Percent Employed by Race and Gender, New Jersey, 2020⁴

White African American/Black Hispanic/Latino



Source: U.S. Bureau of Labor Statistics <https://www.bls.gov/lau/ex14tables.htm>

EMPLOYMENT

Greater percentages of men are employed than women, and the rate of employment for women in New Jersey dropped significantly from 2019 to 2020.

Additionally, the drop in employed women from 2019 to 2020 is significant across racial identities.

OUTLOOK:

- There is pent-up demand for employees in fields traditionally dominated by women, such as food service and hospitality, which may see increased wages as recruitment incentives.
- According to a recent report from the Institute for Women’s Policy Research, “[e]qual pay for working women would increase their annual average earnings from \$41,402 to \$48,326, adding \$541 billion in wage and salary income to the U.S. economy... New Jersey would see the greatest impact on poverty reduction, with equal pay cutting poverty by almost half (48.4 percent) among working women.”³

SOURCES: ¹ Source: U.S. Census Bureau, American Community Survey, 2019 1-Year Estimates: <https://www.census.gov/programs-surveys/acs>

²Source: McKinsey and Lean In: Women in Workplace 2020: https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2020.pdf

³ Source: Institute for Women’s Policy Research, Narrow the Gender Gap, Reduce Poverty for Families: The Economic Impact of Equal Pay by State: https://iwpr.org/wp-content/uploads/2021/05/Economic-Impact-of-Equal-Pay-by-State_FINAL.pdf

⁴BLS has not released 2020 employment data for Asians in its preliminary data table created from the Current Population Survey. <https://www.bls.gov/lau/pnote14full2020.pdf>

